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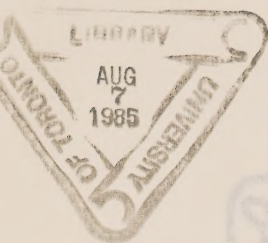
LABOUR CANADA  
OTTAWA

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
AND NEGOTIATIONS IN ONTARIO  
JULY 1982



Prepared jointly by Labour Canada and the Ontario  
Ministry of Labour



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## Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in July 1982 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in July 1982. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in August 1982.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

August 29, 1982





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## Highlights

Nickel Mining and Refining Industry Settlements. The most significant nickel industry contract negotiations this year involved the Toronto-based Inco Ltd. and its 10,750 production employees represented by two locals of the United Steelworkers of America (USWA) in Sudbury and Port Colborne. Over the past 20 years, the Inco settlement has been of major importance in Eastern Canada, because it set the pace for wages in the nickel industry and, until 1978, the pattern for the Ontario steel industry as well. However, four years ago, when Inco was struggling with depressed markets and a massive stockpile, the union had to surrender its trend-setting role. Since then the workers, covered by a three-year agreement signed in mid-1979 following an 8 1/2-month strike, have slipped behind other mine and steel workers who in the meantime renegotiated their expired contracts.

Before the current Inco negotiations opened in early March, the union tried to lay the groundwork for co-ordinated collective bargaining for its three locals representing the company's workers in Sudbury, Port Colborne and Shebandowan. However, Inco was opposed to the inclusion of the small Shebandowan unit in the talks, since its current contract was to expire at the end of July and the other two terminated May 31, 1982. In consequence, the present joint talks commenced with the USWA submitting a set of contract proposals only on behalf of the hourly-rated employees at Sudbury and Port Colborne. The preliminary union submission ranked (in order of priority) substantial improvements in pensions, wages and vacations. The union was in favour of a three-year contract term and was seeking a settlement matching the \$7.80 per hour increase over 33 months gained last December by Inco's workers in Thompson, Man. As an alternative, the union was willing to accept a one-year pact with a smaller increase in order to avoid a strike and to buy time in hopes that world nickel markets recover before the second half of 1983. Another advantage of a short-term contract would be an expiry date within a month of a salaried staff agreement at Falconbridge Ltd., the area's other major nickel producer. The 16-month contract, retroactive to March 1, 1982, provided the 550 salaried employees, members of USWA Local 6855, with a 4 per cent increase in an average job class rate (worth about \$1.73 per week) and added \$1.00 of last year's COLA payments to the hourly rates. The COLA formula, with quarterly calculations based on a .35 adjustment factor, was continued and allowed for a 75 cent advance payment which would be deducted from the forthcoming allowances. The Falconbridge staff also gained a new major medical and vision care plan, as well as improvements in pensions and long-term disability benefits [see pp. 129-130 of the March 1982 issue of this report for more details].

The union's proposal for a short-term contract at Inco was rejected by the company, which claimed the need for stability in operations to meet competition when markets improve, and maintained it was not in a financial position to offer any significant contract improvements. During the negotiations, Inco made two monetary offers, with the first one including only improvements in pensions and the second providing additional increases to the joint co-operative wage schedule (CWS), which sets out job descriptions and rates. The latter offer, apart from the continuation of a COLA escalator, contained a 25 per cent increase in pensions, higher job differentials (worth an average 60 cents per hour by the end of the three-year contract) and better sickness and accident benefits. The value of the proposed package was estimated by the company at about \$5.50 per hour over a three-year term, or a 35 per cent increase based on projections of a 12 per cent inflation each year.

A solid rejection of the offer by the workers led to a walkout both at Sudbury and Port Colborne. The major reason for the impasse was Inco's proposal to remove a fold-in factor from the escalator clause, whereby cost-of-living allowances, including the current 97-cent float, would no longer be incorporated into wage rates for calculations of overtime, vacation pay and incentive earnings. The strike, which began June 1, occurred at a time when world-wide recession was widening and demand for metals produced by Inco continued to plummet. The deteriorating market conditions contributed to the extension of a planned shutdown of the Sudbury and Port Colborne operations to October 3 and to a two-month closure of the Thompson, Man. operation. Due to idle processing facilities in Sudbury, the Shebandowan mine and mill were closed a week after the strike commenced. In addition, Inco announced that it decided to cut its Sudbury workforce by about 1,300 next January and put most of its Sudbury salaried staff on furlough with half pay as a part of further cost reduction measures.

Under these circumstances, negotiations were resumed in an effort to end the strike. The talks, assisted by provincial mediators, prompted both parties to revise their original positions and arrive at an acceptable settlement. Although the tentative pact represented only a modest improvement on the earlier offer that was rejected, it was now approved by an 82 per cent margin despite opposition of union stewards. The new three-year agreement called for a continuation of the present COLA provision, but with the compounding fold-in factor removed. Job increments were improved by 2 cents in each of the last two years at an average cost of 40 cents per hour. A complete implementation of the CWS program was scheduled for the second year at an average cost of 20 cents per hour. The workers were also promised a 25 cent per hour bonus payment tied to a nickel sales formula, if and when the markets improve. In the benefit area, monthly pension benefits were increased to the present steel industry level of \$17 per each year of service by the end of the contract, with alternate pensions upgraded accordingly. The pension revisions applied also to the 525 workers who recently opted for an early retirement in order to reduce layoffs. Other negotiated changes included improvements in the dental plan and weekly indemnity benefits, as well as numerous revisions of contract language aimed at better job protection. The total value of the package was estimated at almost 39 per cent, if inflation continues at 12 per cent a year. Because of the shutdown, the workers did not return to work, but were eligible for UIC benefits, with health and welfare insurance payments covered by the company. Since the time the accord was approved, the work resumption date was moved forward first to January 2, 1983 and recently to April 4, in an attempt to reduce high nickel inventories. The union was also notified of a five-year hiring freeze which is expected to eliminate through attrition an additional 1,700 jobs.

In related developments, a stalemate developed in contract negotiations between Local 598 of the Mine, Mill and Smelter Workers Union and Falconbridge Ltd., following a rejection of the latest company offer. The 2,800 production workers, without a current contract since the previous one expired on August 21, are now collecting UIC benefits. (An extended shutdown of the Falconbridge operations that began in late June is expected to continue until next January. The company also intends to reduce its workforce by about 1,500 over the next five years.) The contract offer did not contain any wage increases. It would virtually eliminate the existing COLA

escalator, but it would add 15 cents per hour as cost-of-living compensation in the first year and 42 cents in the second. The company has also offered to provide Supplementary Unemployment Benefits of \$40 per week to laid off workers for the balance of the shutdown. (A similar SUB proposal was rejected recently by the company's unionized salaried staff, as it was conditional on the USWA's consent to forgo about 73 cents per hour in the present and projected COLA payments to which these employees are entitled under their current contract running through July 1, 1983). The production workers, by rejecting the contract proposal, gave their bargaining team a mandate to seek a better monetary offer that would help to maintain the traditional wage parity with fellow nickel workers at Inco.

University and College Staff Settlements. Between March and July, Ontario post-secondary learning institutions renegotiated 11 of the 26 major agreements, two of which were due for renewal by the end of 1981 and the remaining 9 during the following nine months. The new agreements covered about 22 per cent of the combined total of 23,300 unionized support and teaching staff (in units comprising 200 or more employees) involved in the current talks. The employees were members of various unions and staff associations which went to the bargaining table seeking wage increases that would match the current rate of inflation. However, in most of the instances wage parity among the related groups of employees was assigned the top priority. Besides wages, of particular concern to the employees were improvements in working conditions and benefits, reduced workloads, staff development and training, job evaluation, promotions, seniority, job security and layoff procedures.

Salaries account for about 80 per cent of costs of the post-secondary education system, with the institutions depending on government grants for about 70 per cent of their basic financing. Since the grants have been also outpaced by inflation in recent times, the offers by employers this year continued to be governed by the universities' ability to pay.

Of the 11 settlements concluded over the past five months, 7 were reached in direct bargaining, one in conciliation and the remaining 3 at the mediation or post-mediation stage. Six of the accords were of a one-year duration, four covered a two-year period and one was for a three-year term. They produced 1982 salary increases of between 8.0 to 12.5 per cent for support staff, 7.0 to 12.1 per cent for graduate assistants and 9.5 to 12.5 per cent for faculty members. The multi-year pacts called for various means to decide the subsequent years' increases, such as wage reopeners (OISE graduate assistants), increases tied to the cost-of-living minus one per cent (Ottawa and Carleton faculty), or salary raises linked to increases in operating grants (Queen's support staff). In only one of the longer-term contracts (280 clerical employees at the University of Windsor) was the 1983 salary increase set as a fixed percentage. Some of the new agreements also contained improvements in fringe benefits such as higher shift premiums and other allowances for support staff, lower vacation eligibility requirements for senior employees, free tuition for employees' dependents and better dental plans.

During the summer months, negotiations continued at the remaining institutions and resulted in an additional eight contract renewals covering a



total of 4,250 employees. All of these contracts were settled without a work stoppage, except for a faculty agreement at the University of Windsor. The latter was reached following a six-day walkout in late September, just before the announcement of the Ontario public sector wage restraint program.

The 19 accords concluded since March included second-year wage reopeners in two of the six existing longer-term agreements and, in consequence, brought to 23 the number of university and college staff units covered by major current contracts. The seven remaining groups, involving close to 14,000 employees, were still in negotiations when the provincial restraint legislation was introduced. Among them were 11,600 support and teaching staff of Ontario's Colleges of Applied Arts and Technology. The community college workers, members of the Ontario Public Service Employees Union, were covered by two province-wide contracts due for renewal on August 31, 1982.

Initially, the CAAT support group was seeking a wage increase in a 15 per cent range, while the faculty was looking for a salary increase of 10.8 per cent over one year. The teachers also requested a 2.5 per cent increase in compensation for improved productivity, defined as a ratio of student enrolment to size of staff, but emphasized that workload and job security were of greater importance than money. At the same time, the colleges were offering wage/salary increases of 6.5 and 6.0 per cent in one-year agreements retroactive to September 1, for the support and faculty units, respectively. The offers had been recently rejected by both groups in hopes that when the just announced wage restraint program is passed a better settlement could be achieved.



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Toronto Public Library Board	CUPE (CLC) (full and part-time librarians, clerical and maintenance and caretaking empls.)	443
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United Parcel Service Canada Ltd., province-wide	Teamsters (Ind.)	441
University of Guelph	CUPE (CLC) (trades, services and maintenance empls.)	430
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# TOBACCO PRODUCTS

Imperial Tobacco Limited (Division of Imasco Limited) at Guelph - Local 323T and 338T, Bakery and Tobacco Workers (AFL-CIO/CLC) (820 employees):  
Two 24-month renewal agreements effective from July 15, 1982 to July 14, 1984, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 15/82</u>	<u>July 15/83</u>
Increases:			
Plant		10.3%*	10%
Office		12%	10%
General Help 1/ Hiring Rates		\$11.155 (\$9.995)	\$12.270
Stock Handler/ Shipping		\$13.505 (\$12.110)	\$14.855
Production Mechanic		\$17.005 (\$15.085)	\$18.705

## Monthly Rates

Clerk Typist/ Personnel	\$1,363-\$1,758 (\$1,217-\$1,570)	\$1,499-\$1,934
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\*An average of 1.7% was given after increase due to a new Job Classification system.

Previous rates include a 3% increase given October 1, 1981.

Hours of Work:	Plant - 36 per week; Office - 34 per week (unchanged).
Paid Holidays:	15 days (unchanged).
Paid Vacation:	Effective in 1983, 7 weeks (new) after 35 years' service. Also, 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 10 years, 5 weeks after 15 years and 6 weeks after 20 years (unchanged).

# PAPER AND ALLIED

CIP Inc., a unit of Canadian Pacific Enterprises Ltd., formerly Canadian International Paper Company, at Gatineau, Trois-Rivieres and La Tuque, Que. and Hawkesbury, Ont. and NBIP Limited, formerly New Brunswick International Paper Company, at Dalhousie, N.B. - Locals 21, 28, 142, 146, 163, 164, 251, 263 and 530 Canadian Paperworkers (CLC) (5,000 mill and office employees): A 24-month renewal agreement effective from May 1, 1982 to April 30, 1984, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 1/82</u>	<u>May 1/83</u>
Adjustment*		9¢	



	<u>May 1/82</u>	<u>May 2/83</u>
General Increases	12%	10%
Skilled Trades Adjustment	20¢ for Class A Tradesmen and Higher, except Oiler	
Job Class 1 (includes Labourer)	\$11.38 (\$10.07)	\$12.52
Electrician A	\$14.77 (\$12.92)	\$16.25
Job Class 31 (Head Operator Recovery and Steam)	\$17.33 (\$15.29)	\$18.95

\*Replaces stacking of retirement plans.

Hours of Work:	40 per week (unchanged).
Shift Premium:	0-30¢-40¢ (0-25¢-30¢).
Paid Holidays:	<u>Permanent Employees</u> - a combination of statutory holidays, 5 floating days and lieu pay (unchanged).
Paid Vacation:	<u>Permanent Employees</u> - 2 weeks after 1 year's service, 3 weeks after 4 years, 4 weeks after 9 years and 5 weeks after 20 years (unchanged).  <u>Seasonal Employees</u> - 1 1/2 days for each 25 days after 4 years, 2 days for each 25 days after 9 years, 2 1/2 days for each 25 days after 20 years and 3 days for each 25 days after 27 years (unchanged).
Health and Welfare:	<u>Long Term Disability</u> - 50% of regular straight time rate to a maximum of \$1,500 (\$1,300) per month.  <u>Major Medical</u> - Employer pays \$7.50 (\$5.25) per month towards the cost of a private hospitalization insurance plan.
Pension Plan:	<u>Benefit Formula</u> - Ammended to provide for employee retiring after May 1, 1982 and before May 2, 1984, a pension equal to the greater  a) accrued benefits under the CIP and Brown plans to date of retirement  or  b) 1.65% of Final average earnings plan based on employee's best 5 years earnings prior to May 1, 1984, times years of service, less 1/35 of CPP/QPP, benefits in effect at time of retirement, times years of service between January 1, 1966 and retirement.  <u>Voluntary Early Retirement</u> - Effective May 2, 1982, bridging supplement of \$16 (\$11) per month times years of service.

Safety Shoe Allowance: \$8.00 (\$5.00) per employee per year.

E.B. Eddy Forest Products Ltd. at Espanola - Locals 74 and 156, Canadian Paperworkers (CLC) (745 mill employees): Two 24-month renewal agreements effective from May 1, 1982 to April 30, 1984, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	May 1/82	May 1/83
General Increases		12%	10%
Skilled Trades Adjustment		20¢ per hour for Tradesmen 1st Class and above	
Job Classification Scale		1¢-16¢ for Class 1-31 (wage rate plus \$1.37)	
Labourer		\$11.38 (\$10.16)	\$12.52
Receiving Clerk		\$13.56 (\$12.10)	\$14.92
Tradesman 1		\$14.90 (\$13.10)	\$16.39
Hours of Work:	40 per week (unchanged).		
Shift Premium:	0-30¢-35¢ (0-25¢-30¢).		
Paid Holidays:	4 designated plus 6 floating holidays (unchanged).		
Paid Vacation:	Effective January 1, 1982, 7 weeks after 30 (35) years' service. Also, 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 10 years, 5 weeks after 20 years and 6 weeks after 25 years (unchanged).		
Bereavement Leave:	5 (3) days for a death in the immediate family.		
Health and Welfare:	<u>Life Insurance and A.D. &amp; D.</u> - Equivalent to earnings with a minimum of \$25,000 (\$14,000). Effective August 1, 1982, \$2,500 (\$2,000) paid up policy for employees retiring after that date. <u>Major Medical</u> - \$10 single and \$20 family deductible removed. <u>Long Term Disability</u> - \$1,500 (\$1,300) maximum monthly benefit. <u>Dental Plan</u> - Effective August 1, 1982, payments are based on the 1981 (1979) Ontario Dental Association fee schedule. Effective May 1, 1983, the 1982 ODA fee schedule.		
Pension Plan:	Effective May 1, 1982, 1.75% of final average earnings, based on the highest earnings in the five years prior to retirement (1% of		

the best five of the previous fifteen years). Employer contribution 5% (undefined) less C.P.P. contributions. For service prior to December 31, 1974, 1% of 1979 (1975) earnings.

Bridging Supplement for Early Retirement at Age 61 - Effective August 1, 1982, \$16 (\$11) per month per year of service to a maximum of 30 years credit. Effective May 2, 1984, \$18.

Safety Shoe Allowance: \$25 (\$5) per year.

E.B. Eddy Forest Products Ltd. at Hull Que. and Ottawa, Ont. - Locals, 33, 34, 50 and 73, Canadian Paperworkers (CLC) and Local 412, Machinists (AFL-CIO/CLC) (1,500 employees): A 24-month renewal agreement effective from May 1, 1982 to April 30, 1984, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	May 1/82	May 1/83
Increases		9%, minimum \$1	9%
Additional Adjustments		10¢-30¢ per hour for Paper Machine rates	
Skilled Trades Adjustment		20¢ per hour for Tradesmen Class A	
Labourer		\$10.81 (\$9.81)	\$11.78
Tradesman Class A		\$13.63 (\$12.32)	\$14.86

Hours of Work: 40 per week (unchanged).

Shift Premium: Effective November 11, 1982, 0-30¢-40¢ (0-25¢-30¢).

Converting Department Incentive Plan: \$14.50 (\$13.54) per shift for 100% of target production.

Paid Holidays: 12 days (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 10 years, 5 weeks after 20 years, 6 weeks after 25 years and 7 weeks after 30 years (unchanged).

Health and Welfare: Life Insurance - \$20,000 (\$14,000) coverage.

Weekly Indemnity - Effective August 1, 1982, \$265 (\$250) per week. Effective May 1, 1983, \$275.

Dental Plan - Effective August 1, 1982, payments to be based on The 1981 (1979) Ontario Dental Association fee schedule. Effective May 1, 1983, the 1982 ODA fee schedule.

Pension Plan: Past Service - Update to 1% of 1980 earnings up to \$13,100-Year's Maximum Pensionable Earnings (YMPE) and 1.75% above \$13,100 for service from January 1966 to December 31, 1980.

Future Service - 1.25% of earnings up to Year's Maximum Pensionable Earnings and 2% for service above Year's Maximum Pensionable Earnings for service from January 1, 1981.

Bridging Supplement for Early Retirements at Age 61 - Effective August 1, 1982, \$16 (\$11) per month per year of service to a maximum of 30 years' credit. Effective May 2, 1984, \$18.

Post Retirement Adjustment (new) - Effective in 1983, the pension-in-pay of those retiring on or after May 2, 1982 will be adjusted annually in the anniversary month of retirement by 5%.

Meal Allowance: \$2.50 (\$2.00).

Safety Shoe Allowance: \$5.00 (\$3.00) per year per employee.

Kimberly-Clark of Canada Limited, Pulp and Forest Products Division at Terrace Bay-Local 665, United Paperworkers (AFL-CIO/CLC) and Local 1861 Electrical Workers (IBEW) (AFL-CIO/CFL) (740 employees): Two 24-month renewal agreements effective from May 1, 1982 to April 30, 1984, settled at the conciliation officer stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>May 1/82</u>	<u>May 1/83</u>
Adjustments:			
Labourer		20¢	
Tradesman		45¢	
Heavy Equipment Operator		10¢	
General Increases		12%	10%
Labourer		\$11.40 (\$9.96)	\$12.54
Tradesman (5 or 7 Day Schedule)		\$14.91 (\$12.86)	\$16.40
Tradesman (Tour Schedule)		\$15.28 (\$13.19)	\$16.81

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-30¢-40¢ (0-25¢-30¢). In the event a Continental work-week shift is adopted, a differential of 47¢ will be paid.

Advanced Electrical Course Premium Pay: 50¢ (40¢) per hour upon successful completion.

Call-Back Pay: On scheduled day of rest minimum 6 (4) hours at straight time.



Paid Holidays:	12 days (unchanged).
Paid Vacation:	Effective January 1, 1984, 3 weeks after 4 (5) years' service. Also, 2 weeks after 1 year, 4 weeks after 10 years, 5 weeks after 20 years and 6 weeks after 25 years (unchanged).
Special Vacation Pay:	6 (4) hours' pay per week, for vacation taken between January 1 to April 30 (March 31).
Bereavement Leave:	5 (3) days' paid leave in the event of the death of mother or father.
Health and Welfare:	<u>Weekly Indemnity</u> - Benefits to include claimant for Workmen's Compensation not in receipt of payments after 30 days, subject to reimbursement to the plan once compensation payments are received.  <u>Long Term Disability</u> - Effective August 1982, \$1,500 (\$1,400) maximum per month. Effective May 1, 1983, \$1,600.  <u>Dental Plan</u> - Effective January 1, 1983, employer pays \$1.16 single and \$3.73 married contribution (previously 100% employer paid). Effective August 1982, payments are based on the 1981 (1979) Ontario Dental Association fee schedule.
Pension Plan:	Effective January 1, 1983, an employee with 10 (15) years' of service at age 65 receives full pension benefit.
Safety Footwear Allowance (new):	\$30 for 1 pair per year (previously \$12, maximum 2 pairs per year).
Safety Glasses Allowance (new):	\$25 per year towards purchase, repair or replacement.

The Ontario Paper Company Limited at Thorold - Local 2737, Carpenters (AFL-CIO), Local 268, Machinists (AFL-CIO/CLC) and Locals 914, Electrical Workers (IBEW), 413, Plumbers and 232 International Operating Engineers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1982 to April 20, 1984, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/82</u>	<u>May 1/83</u>
	General Increases	12%	10%
	Skilled Trades Adjustment	20¢	
	Additional Adjustment	23¢ for Roll Grinder	
	Groundman	\$11.56 (\$10.32)	\$12.72
	Electrician Class A	\$14.94 (\$13.16)	\$16.43

Shift Premium:	0-30¢-40¢ (0-25¢-30¢).
Bereavement Leave:	Grandchild is added to the provision for 3 consecutive working days' paid leave to attend the funeral.
Health and Welfare:	Dental Plan - Effective August, 1982, payments are based on the 1981 (1979) Ontario Dental Association fee schedule. Effective May 1, 1983, the 1982 ODA fee schedule. Employee will pay a portion of the increased premium costs.
Pension Plan:	Early Retirement - Bridge benefit increases to \$16 (\$7) per month per year of credited service to a maximum of 30 years for employee age 62 with 20 years' service.

#### PRINTING, PUBLISHING AND ALLIED

Toronto Star Newspapers Limited - Locals 1, Printing and Graphic Union, Local 211, Graphic Arts Union and Local 235, Machinists (AFL-CIO/CLC)  
(pressmen and paperhandlers, stereotypers and mailing room employees, photo-engravers, machinists, etc.): Five 12-month renewal agreements effective from January 1, 1982 to December 31, 1982, covering 377 employees, settled with mediation assistance. Duration of negotiations - 5 1/2 months.

Wages:	Effective	Jan. 1/82	July 1/82
	Increases	7% to a maximum of \$33.01 per week	6% to a maximum of \$30.27 per week
	<u>Weekly Rates</u>		
	Journeyman	\$423.78	\$449.21
	Paperhandler	(\$396.06)	
	Journeyman	\$428.83	\$454.56
	Mailer	(\$400.78)	
	Journeyman	\$499.65	\$529.63
	Photo-Engraver	(\$466.96)	
	Journeyman	\$504.51	\$534.78
	Pressman, Machinist and Stereotyper	(\$471.50)	

Lump Sum Payment: Amounts payable range from \$352-\$785 for regular full-time employee categories at their maximum. Others receive a proportionate amount based on the individual rates as a percentage of the appropriate journeyman or fully experienced rate. Part-time, temporary and employees hired after January 1, 1982 and before June 30, 1982 receive a prorated amount based on the number of shifts worked during the period January 1, 1982 to June 30, 1982 as a percentage of 130 shifts.

Bereavement Leave:	Grandparents and grandchildren are added to the provision for 3 days' paid leave to attend or make arrangements for the funeral.
Health and Welfare:	Life Insurance - Employer pays 100% of the premium costs for the first \$5,000 (\$3,000) coverage, and 50% of the premium costs for

coverage in excess of this amount and equal to one year's salary or two years' salary at base rate (unchanged).

Retiree Life Insurance - \$5,000 (\$3,000) minimum coverage for future retirees.

Safety Shoe Allowance: \$45 (\$34) annual maximum.

Minimum Weekly Wage for Appren-  
tice (Graphic Arts): Based upon a percentage of the minimum journeyman wage rate. Ranges from 50%-95% (35%-90%) for the first six months' to the tenth (twelfth) six months' service.

#### PRIMARY METAL

Inco Metals Company, a Unit of Inco Ltd. at Port Colbourne - Local 6200, United Steelworkers (AFL-CIO/CLC) (750 hourly-rated employees): A 36-month renewal agreement effective from June 1, 1982 to May 31, 1985, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

The details of this agreement are identical to those reported for Inco Metals Company on pages 419-420 of this report.

#### ELECTRICAL PRODUCTS

Canwiro Inc. at Simcoe - Local 6187, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 20, 1982 to February 19, 1984, covering 231 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	Feb. 20/82	Feb. 20/83
General Increases		12%	10.5%
Additional Adjustments	10¢ per hour to the 2 top Operator Classes		
Floorworker	\$8.27-\$8.42 (\$7.37-\$7.52)		\$9.15-\$9.30
Industrial Electrician	\$12.66-\$12.81 (\$11.29-\$11.44)		\$14.01-\$14.16

Previous rates reflect 45¢ COLA fold-in and a 20% adjustment to the upper 8 maintenance classifications.

Probationary period is 50 days worked. Maximum rates are reached after three 50-working day increases of 5¢ each.

Cost of Living Allowance: 1% per 1% increase in the Consumer Price Index - 1971=100, using January 1982 as the base index month. Triggers at 10 1/2%. Resulting increase to be applied to the weighted average for the maximum of the labour grades as established for February 20, 1982, at \$9.09. Calculated and paid February 20, 1983. (Previous

provision provided guaranteed COLA floats of 15¢ per hour effective May 20, 1981, August 20, 1981 and November 20, 1981.)

Shift Premium: 0-25¢-30¢ (0-22¢-26¢).

Paid Vacation: 4 weeks after 12 (13) years' service and 5 weeks after 20 (21) years.

Health and Welfare: Weekly Indemnity - Benefit increases to \$175 (\$160) per week. Effective March 1, 1983, \$190.

Dental Plan - Effective August 1, 1982, payments are based on the 1981 (1980) Ontario Dental Association fee schedule.

Meal Allowance: \$4 (\$3).

Safety Shoe Allowance: \$22 (\$18) per pair. Effective February 20, 1983, \$25.

## MINES

Kerr Addison Mines Limited at Virginiatown - Employees' Association (Ind.): A 24-month renewal agreement effective from July 1, 1982 to June 30, 1984, covering 345 employees, settled at the conciliation officer stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	July 1/82	July 1/83
General Increases		70¢	20¢
COLA Fold-in		86¢	
Surface Labourer		\$10.61 (\$9.05)	\$10.81
Miner		\$11.09 (\$9.53)	\$11.29

Previous rates reflect 21¢ COLA fold-in.

Cost of Living Allowance: Effective June 16, 1983, 1¢ per 0.3 rise in the Consumer Price Index - 1971=100. Adjusted quarterly and folded into rates June 16, 1983 and 1984. At this time COLA will be discontinued. (Basic formula is unchanged).

Shift Premium: 17¢ (13¢). Effective July 1, 1983, 20¢.

Sunday Premium: 60¢ (40¢) per hour excluding overtime.

Call-Out Pay: Employer pays transportation to and from call-outs in the form of mileage allowance (new). 3 (2) hours' notice in the form of announcements on local radio and/or television stations is deemed to be proper notification.

Paid Vacation: 4 weeks after 11 (12) years' service and 5 weeks after 21 (22) years.



Bereavement Leave: Grandparents and legal guardians are added to the definition of immediate family for up to 3 days' paid leave.

Health and Welfare: Life Insurance and A.D. & D. - \$12,000 (\$10,000) coverage.

Weekly Indemnity - Benefits increase to \$180 (\$150) per week for the first 26 weeks and \$125 (\$100) per week thereafter. Payable on a 1-4-104 basis.

Dental Plan (new) - Maximum \$1,000 per person per calendar year. Payments are based on the 1982 Ontario Dental Association fee schedule.

Prescription Safety Glasses: Employer will pay the cost of replacement for 1 pair per year when damaged in the course of employment.

Safety Boot Allowance: Maximum \$40 (\$30).

Inco Metals Company a Unit of Inco Ltd. at Sudbury - Local 6500, United Steelworkers (AFL-CIO/CLC) (10,000 hourly-rated employees): A 36-month renewal agreement effective from June 1, 1982\* to May 31, 1985, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

\*Most employees will be off work until October 4, 1982 due to a plant shutdown.

Wages:	Effective	June 1/83	June 1/84
Job Step Increments		15.5¢ (13.5¢)	17.5¢
Job Step 2 (Labourer)		\$9.375 (\$9.355)	\$9.395
Job Step 19 (16) (Electrician 1st Class)		\$12.01 (\$11.425)	\$12.37

Previous rates include \$1.62 COLA fold-in.

Co-operative Wage Study: Implementation of reclassification study to be completed in second year of the agreement at an average cost of 20¢ per hour.

Cost of Living Allowance: 97¢ COLA generated in the third year of the previous agreement continues to be paid as a float. 12 quarterly adjustments, 1¢ per 0.35 point change in the Consumer Price Index - 1961=100. No scheduled fold-ins. (Previous formula similar except folded in at the end of the first and second years.)

Conditional Bonus Payment (new): If the Company sells 394 million pounds of nickel in any 12-month period during the term of the new agreement, at \$3.20 U.S. funds per pound or higher, such price to be inflated in step with the CPI but limited to a 7% increase. The Company will pay as an "add-on", a 25¢ per hour bonus for all hours worked thereafter until the termination of the agreement.

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 8 years, 4 weeks after 18 years, 5 weeks after 25 years and 6 weeks after 30 years (unchanged).

Health and Welfare: Sickness and Accident - \$230 (\$205) per week. Effective June 1, 1983, \$260. Effective June 1, 1984, \$290.

Dental Plan - Effective June 1, 1983, payments to be based on the 1982 (1979) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - For all employees retiring after June 1, 1982, including those on special pre-retirement leave\*\*, \$15 (\$12) per month per year of service. Effective June 1, 1984, \$17 per month per year of service for all of the above as well as for retirements on or after June 1, 1984. Benefits for eligible widows will be based on these amounts.

\*\*Special Pre-retirement Leave (Not Part of the Agreement) - In order to mitigate the effects of a work force reduction, eligible employees were able to retire between Feb. 1, 1982 and June 1, 1982 and be credited for pension benefits, as though they had worked the entire period. During this period, employees received either earned vacation pay or 70% of regular pay.

## TRANSPORTATION

Air Canada, system-wide - District Lodge 148, Machinists (AFL-CIO/CLC) (7,990 employees): A 24-month renewal agreement effective from March 29, 1982 to March 28, 1984, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Mar. 29/82	July 5/82	Mar. 28/83
General Increases		8%	4%	9%
<u>Weekly Rates</u>				
<u>Maintenance Branch</u>				
Janitor 1-2	\$337.66-\$369.62 (\$312.65-\$342.24)	\$351.17-\$384.40	\$382.78-\$419.00	
Mechanic 1-4	\$479.13-\$554.86 (\$443.64-\$513.76)	\$498.30-\$577.05	\$543.15-\$628.98	
Aircraft Inspector	\$641.33 (\$593.82)	\$666.98	\$727.01	
<u>Customer Service Branch</u>				
Station Attendant	\$331.18-\$436.97 (\$306.65-\$404.60)	\$344.43-\$454.45	\$375.43-\$495.35	
Cargo Rating Unit Specialist 3	\$538.92 (\$499.00)	\$560.48	\$610.92	

Mar. 29/82

July 5/82

Mar. 28/83

Purchasing  
and Supply  
Branch

Stockkeeper 1-5 \$331.18-\$436.97 (\$306.65-\$404.60) \$344.43-\$454.45 \$375.43-\$495.35

Senior Lead Stockkeeper \$519.98 (\$481.46) \$540.78 \$589.45

Retroactivity: \$1,000 for each employee.

Cost of Living Allowance (new): 1% per 1% increase in the Consumer Price Index - 1971=100, using the base period March 1984 over March 1983. Triggers at 9%. Capped at 12%. Folded into wages at the end of the agreement.

Hours of Work: 40 per week, however, hourly rates are calculated by dividing weekly rates by 37 1/2 (unchanged).

Shift Premium: Effective July 5, 1982, 0-38¢-45¢ (0-37¢-44¢). Effective March 28, 1983, 0-41¢-49¢. Irregular shift 50¢ (48¢) per hour. Effective March 28, 1983, 54¢.

Paid Holidays: 11 days per year (unchanged).

Paid Vacation: Effective January 1, 1983, 5 weeks after 18 (20) years' service. Also, 2 weeks after 1 year, 3 weeks after 3 years, 4 weeks after 10 years, and 6 weeks after 30 years (unchanged).

Health and Welfare: Vision Care - \$75 (\$60) every two years for eyeglasses.

Note: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Canadian National Railways, system-wide - Rail Canada Traffic Controllers\* (CCU) (1,515 employees): A 24-month first agreement effective from January 1, 1982 to December 31, 1983, settled at the the conciliation officer stage. Duration of negotiations - 10 months.

\* In April 1981, the Railway Clerks, Division 135 were displaced by Rail Canada Traffic Controllers as the bargaining agent.

Wages: Effective Jan. 1/82 Jan. 1/83  
General Increases 12% 9%

Weekly Rates

Assistant Train Movement Director (Step 1-3) \$489.47-\$517.42 (\$437.03-\$461.98) \$533.52-\$563.99

	<u>Jan. 1/82</u>	<u>Jan. 1/83</u>
Train Dispatchers and Train Controllers (Step 1-3)	\$560.57-\$624.42 (\$500.51-\$557.52)	\$611.02-\$680.62

Previous rates include a COLA fold-in of \$32.52 per week or 81.3¢ per hour and wage adjustments made January 1, 1981 to some classifications.

Benefits are similar to those reported for shopcraft employees on pages 422-423 of this issue.

Note: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Canadian National Railways, Canadian Pacific Ltd. and other railways, formerly represented by the Railway Association of Canada, system-wide - Canadian Council of Railway Shopcraft Employees and Allied Workers\* (22,375 shopcraft employees): 24-month renewal agreements effective from January 1, 1982 to December 31, 1983, settled at the conciliation officer stage. Duration of negotiations - 10 months.

\*Formerly Division No. 4, Railway Employees Department.

Wages:	Effective	<u>Jan. 1/82</u>	<u>Jan. 1/83</u>
	General Increases	12%	9%
	Helper	\$9.982 (\$8.913)	\$10.880
	Machinist	\$12.041 (\$10.751)	\$13.125

Previous rates include a COLA fold-in of 81.3¢ per hour.

Cost of Living Allowance: 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, using the average index for 1982 as the base, triggered after an increase of 10% the first year and 17.7% the second year. COLA will be paid in a lump sum at the end of each year and total allowance generated will be folded in at the end of the agreement. (Basic formula is unchanged.)

Hours of Work: 8 per day (unchanged).

Shift Premium: Effective June 1, 1982, 0-25¢-30¢ (0-20¢-25¢).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 5 weeks after 20 (21) years' service. Effective January 1, 1983, 4 weeks after 10 (11) years. Also, 2 weeks after 1 year and 3 weeks after 4 years (unchanged).

Health and Welfare: Life Insurance - Effective June 1, 1982, \$13,000 (\$10,000) coverage for active employees.



Life Insurance for Retirees - \$3,500 (\$3,368) paid by Company if 10 years' service and 60 years of age.

Weekly Indemnity - Maximum benefit increases to \$265 per week (previously 66 2/3% of UIC weekly maximum insurable earnings). Effective January 1, 1983, \$300. A claimant in receipt of UIC benefits will have such benefits supplemented to equal his weekly indemnity.

Major Medical - Effective January 1, 1983, existing Drug Plan will be discontinued. Extended Health Care Plan will be established, providing for semi-private hospital and major medical coverage with 80%/20% co-insurance and \$25 per family deductible on the major medical, which will include drugs.

Dental Plan - \$750 expense claim per employee and dependent per calendar year after a \$35 deductible per family per year. Effective August 1, 1982, payments are based on the provincial Dental Association fee guides for 1982 and 1983.

Pension Plan: Employee will be permitted to buy back all remaining years of pensionable service, except Toronto, Hamilton and Buffalo Railway employees (new).

Mileage Allowance: Effective August 1, 1982, 28¢ (24¢) per mile. Effective January 1, 1983, 31¢.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

#### Railways Involved

Canadian National Railways  
Ontario Northland Railway  
Canadian Pacific Limited  
Dominion Atlantic Railway  
Quebec Central Railway  
Toronto, Hamilton & Buffalo Railway  
Esquimalt and Nanaimo Railway

#### COMMUNICATION

Northern Telephone Limited, province-wide - Local C-6, Communications Workers (CLC):  
A 12-month renewal agreement effective from June 1, 1982 to May 31, 1983, covering 240 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

<u>Wages:</u>	<u>Effective</u>	<u>June 1/82</u>	<u>Jan. 2/83</u>
	<u>Increases</u>	6.24% approx.	6.12% approx.
	<u>Upgrading</u>	Step 8 Building	
	<u>Adjustments</u>	Maintenance Technician	
		(Step 6 Shop Repairman)	
		Construction Clerk 5 (4)	

	<u>June 1/82</u>	<u>Jan. 2/83</u>
Clerk 2	\$224.78-\$274.11 (\$211.57-\$258.01)	\$238.54-\$290.90
Plant Step 3 (Labourer)	\$316.97 (\$298.35)	\$336.38
Plant Class I (includes Cable Splicer)	\$510.63 (\$480.63)	\$541.90

Previous rates reflect a 4.1% COLA fold-in.

Probationary period is 3 calendar months. Maximum rates for Clerk 2 are reached after 36 months.

Cost of Living  
Provision:

Deleted.

Shift Premium:

Clerical - 90¢ (75¢) per shift for less than 2 hours worked in the off-normal period, \$1.65 (\$1.50) for 2 but less than 4 such hours, \$2.15 (\$2) for 4 but less than 6 such hours and \$3 (\$2.75) for 6 or more such hours.

Plant - 90¢, \$1.65, \$2.15 (unchanged) and \$3.20 (\$2.90), respectively.

Overtime Pay:

Double time for overtime hours worked in excess of 6 (8) hours per week.

Temporary Shift  
Transfer Pay  
(clerical):

8 hours' notice or overtime pay on the first shift in lieu thereof for employee whose shift is changed temporarily to cover for an employee absent or terminated (new).

Technological  
Change:

An employee transferred, due to technological change, to a job classification which is paid at a lower weekly rate receives a lump sum "Transfer Indemnity" calculated on the basis of the differential between the old and new rates of pay for a period of 3 months (new).

Paid Holidays:

Heritage day is added for a total of 11 days.

Notice for Work  
on Paid Holidays:

48 hours' notice or 1 hour's pay at straight time rate in lieu thereof, where the sum of the payment for hours worked and the one additional hour exceeds the minimum pay for a call out - 4 hours minimum for plant and 3 3/4 hours for clerical (new).

Paid Vacation:

4 weeks after 11 (12) years' service and 5 weeks after 20 (21) years. Effective in 1983, 4 weeks after 10 years.

Bereavement  
Leave:

Common-law spouse is added to the provision for 5 consecutive days' paid leave.

Health and  
Welfare:

Weekly Indemnity - Benefit is 85% of weekly base rate (unchanged). Benefits commence on second day of sickness for employee with 3 months' but less than 3 (4) years' service and on the first day for employee with 3 (4) years' service or more.

Long Term Disability Plan (new) - Effective January 1, 1983, employer pays 100% of premium costs. Benefit is 66 2/3% of regular salary to a maximum monthly benefit of \$2,500 to age 65.

Dental Plan (new) - Effective May 1, 1983, employer pays 100% of premium costs for a basic plan. Payments are based on the 1980 Ontario Dental Association fee schedule. Deductibles are \$25/\$50 per year.

Safety Footwear Allowance (new): Employer contributes up to a maximum of \$65 for one pair of safety boots per year, or \$35 for one pair of safety shoes per year, and \$12 for one pair of overshoes to fit safety boots or safety shoes, per year.

## ELECTRIC POWER, GAS AND WATER UTILITIES

Hamilton City Hydro-Electric Commission - Local 138, Electrical Workers (IBEW)  
(AFL-CIO/CFL): A 24-month renewal agreement effective from July 1, 1982 to June 30, 1984, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>July 1/82</u>	<u>July 1/83</u>
General Increases		12%	10%
Additional Adjustments		Restructuring of Wage Schedule for Office Employees	
<u>Non-Office</u>			
Groundman		\$9.48-\$10.83 (\$8.46-\$9.67)	\$10.43-\$11.91
Lineman 1st Class		\$14.59 (\$13.03)	\$16.05
<u>Office</u> <u>(Weekly Rates)</u>			
General Clerk III		\$224-\$252 (\$215-\$235)	\$246.00-\$277.20
Engineering Technician		\$504-\$588 (\$443-\$507)	\$554.40-\$646.80

Previous rates reflect a 3% COLA fold-in made in July 1981.

Probationary period is 6 months. Maximum rate for Groundman is reached after 12 months, for General Clerk III after 1 (2) years and for Engineering Technician after 3 (2) years.

Cost of Living Allowance: 1% per 1% increase in the Consumer Price Index - 1971=100. Triggers at 10% (8%). Capped at 3% (unchanged).

Hours of Work: 36 1/4 (40) hours per week for Office Employees.

Training Pay:	3 (6) months training period at current rate for office employee being promoted to a vacancy.
Paid Holidays:	Heritage Day, if proclaimed is added for a total of 13 days.
Health and Welfare:	OHIP Basic Plus Supplementary Hospitalization, Major Medical, Dental Care and Vision Care - Coverage is extended to widows and dependent children (new).  Vision Care - Maximum \$60 every 12 months for prescription safety glasses or regular prescription glasses for active employees and maximum \$60 per dependant every 24 months. (Previously, maximum \$60 per individual every 24 months.)  Dental Plan - Effective in 1983, payments are based on the 1983 (1981) Ontario Dental Association fee schedule.
Meal Allowance:	Employer pays the full cost of meals upon presentation of a valid receipt or \$5 per meal (new) if there is no receipt.
Safety Boot Allowance:	\$100 per year for linemen and \$65 per year for all others, where required (previously \$60 per year).

#### RETAIL TRADE

Sunnybrook Food Market (Keele) Limited, province-wide - Local 206, National Council of Canadian Labour (Ind.) (part-time clerks): A 30 1/2-month renewal agreement effective from December 11, 1981 to June 30, 1984, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	July 5/82	Jan. 3/83
General Increases		20¢	20¢
Basic Wage (Students under 18)		\$3.60 (\$3.40)	\$3.80
Basic Wage (Other Employees)		\$4.10 (\$3.90)	\$4.30
	Effective	July 4/83	Jan. 2/84
General Increases		20¢	20¢
Basic Wage (Students under 18)		\$4.00	\$4.20
Basic Wage (Other Employees)		\$4.50	\$4.70

#### EDUCATION AND RELATED SERVICES

Carleton Roman Catholic Separate School Board - Association des Enseignants Franco-Ontariens (Ind.): The final 12-month wage increase effective from September 1, 1982 to August 31, 1983, covering 282 employees, settled by arbitration as provided for in the



settlement reported on page 138, March 1982. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/82</u>
	General Increase	11.5%
	Additional Adjustment	\$1,500 on base rate for Principal of school with 0-600 students
	Teacher-Category 1 0-7 years	\$14,445-\$21,164 (\$12,955-\$18,981)
	Teacher-Category 4 0-12 years	\$19,087-\$31,486 (\$17,118-\$28,239)
	Teacher-Category 7 0-14 years	\$23,727-\$42,328 (\$21,280-\$37,962)
	Co-ordinator	\$39,023-\$46,019 (\$34,998-\$41,273)
	<u>Principal</u>	
	0-600 pupils	\$39,895-\$46,743 (\$34,280-\$40,422)
	601 pupils and over and Senior Elementary Schools	\$42,019-\$48,886 (\$37,685-\$43,844)

Toronto City Board of Education - Toronto-Central Ontario Building and Construction Trades Council (AFL-CIO): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 8 1/2 months.

Wages:	Effective	<u>Jan.1/82</u>
	General Increase	12.5%
	Plasterer, Labourer	\$12.11 (\$10.76)
	Plumber	\$15.29 (\$13.59)
Premium Pay:	60¢ (50¢) per hour for Keyman, 80¢ (70¢) per hour for Assistant Foreman and \$1 (85¢) per hour for Substitute Foremen.	
Paid Vacation:	26 days after 25 years' service, 27 days after 26 years, 28 days after 27 years, and 29 days after 28 years (new).	
Health and Welfare:	<u>Extended Health Care</u> - Maximum claim for eyeglasses increases to \$70 (\$60) every 2 years.	

Dental Plan - Employer pays 75% (50%) of premium costs. Payments are based on the 1980 (1979) Ontario Dental Association fee schedule.

Temporary Part-time Employees: Payment in Lieu of Fringe Benefits - 35¢ (20¢) per hour.

Safety Shoe Allowance: \$57.50 (\$45) annual maximum.

Travel Allowance: \$1.05 (80¢) per move - 65¢ (40¢) per move in addition to the above if carrying employer's property.

Carleton University at Ottawa - Local 2424, Canadian Union of Public Employees (CLC) (known as Support Staff Association) (615 clerical, technical, administrative and service employees): A 12-month renewal agreement effective from July 1, 1982 to June 30, 1983, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	July 1/82
	Increase*	11.5%
	Level 1 (includes Mail Clerk) (0-2 steps)	\$10,551-\$11,409 (\$9,463-\$10,232)
	Level 5 (includes Secretary) (0-7 steps)	\$15,833-\$19,704 (\$14,200-\$17,672)
	Level 9 (includes Computer Services Supervisor) (0-8 steps)	\$28,605-\$36,637 (\$25,655-\$32,858)

\*One step increase will be given to each grade on July 1, 1982, to all employees hired on or before July 2, 1981.

Hours of Work: 35 per week (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 3 weeks after 1 year's service, 16 days after 6 years and an extra day per year of service thereafter up to 22 days, 5 weeks after 18 years, 2 additional weeks in 25th year only (unchanged).

Lakehead University Board of Governors at Thunder Bay - Faculty Association (Ind.) (full-time academic employees): A 12-month renewal agreement effective from July 1, 1982 to June 30, 1983, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	July 1/82
	General Increase	9.2% plus 0.5% catch-up on all regular salaries

July 1/82

Laboratory Instructor I	\$12,831-\$18,018 (\$11,750-\$16,500)
Lecturer	\$19,631-\$28,773 (\$17,977-\$26,349)
Assistant Professor	\$23,111-\$35,483 (\$21,164-\$32,494)
Associate Professor	\$28,773-\$52,000 (\$26,349-\$47,619)
Professor	\$35,483-\$57,778 (\$32,494-\$52,910)

Queen's University at Kingston - Local 229, CLC Directly Chartered: A 24-month renewal agreement effective from July 1, 1982 to June 30, 1984, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/82</u>	<u>July 1/83</u>
Increases		12.5%; 50¢ for Bedmaker in the Women's Residence	*
Classification Adjustment		Sr. Caretaker and Custodian classi- fications to be com- bined under the title Custodian	
Maid		\$5.87 (\$5.22)	
Tradesman		\$11.86 (\$10.54)	

\*Increases to be not less than the percentage increase in the operating grant given by the Province of Ontario to Queen's University for the 1983-84 budget year.

Shift Premium: 0-35¢-40¢ (0-30¢-35¢).

Saturday  
Premium: 40¢(35¢) per hour.

Clothing Allowance: \$40 per year for Physical Education Centre staff and \$75 per year for Arena-Stadium staff (new).

Safety Footwear Allowance: Employer contributes \$25 per pair up to a maximum of 2 pairs per year for employee's own use (unchanged). Where required employer contributes \$50 towards the purchase of one pair per year and \$25 towards a second pair. (Previously, employer provided one pair per year, where required).

University of Guelph - Local 1334, Canadian Union of Public Employees (CLC) (trades, services and maintenance employees): A 12-month renewal agreement effective from May 1, 1982 to April 30, 1983, covering 395 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	May 1/82
	General Increase	12%
	Building Custodian 1	\$7.53 (\$6.72)
	Fire Prevention Officer	\$9.24-\$10.67 (\$8.25-\$9.53)
	Electrician	\$11.37 (\$10.15)
	Probationary period is 3 months. Maximum rate for Fire Prevention Officer is reached after 3 years, if merited.	
Night Shift Premium:	45¢ (40¢) per hour.	

University of Windsor - Local 210, Service Employees International (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1982 to April 30, 1984, covering 280 employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

Wages:	Effective	May 1/82	May 1/83
	General Increases	8%	8%
	<u>Monthly Rates*</u>		
	Secretarial/Clerical C	\$830-\$911 (\$768-\$843)	\$897-\$984
	Scientific Buyer	\$1,576-\$1,889 (\$1,459-\$1,749)	\$1,703-\$2,041

\*Employees regularly working in excess of 35 hours per week will have their salaries adjusted according to hours worked. (Previously, received the same salary as those working 35 hours per week.)

Probationary period is 60 days. Maximum rates for Secretarial/Clerical C are reached after 3 years and for Scientific Buyer after 5 years.

Paid Vacation: 4 weeks after 11 (12) years' service.

Health and Welfare: Life Insurance - Effective August 1, 1982, coverage is one and one-half times annual salary. (Previously, one times annual salary or \$15,000 coverage, whichever was greater).



Unemployment Insurance: New employee will pay his own share of the Unemployment Insurance Commission premium costs. (Previously, employer paid 100% of premium costs.)

Tuition Fees: Free tuition extended to include employee's spouse and dependent.

North York Public Library Board - Local 771, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 290 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages: Effective Jan. 1/82

General Increase 12.5%

\*Classification Adjustments

Group 1 (includes Clerk Typist) \$15,290.88-\$17,049.38  
(\$13,591.89-\$15,155.00)

Group 18 (includes Systems Librarian) \$30,589.46-\$35,255.06  
(\$27,190.63-\$31,337.83)

\*Effective May 1, 1982, upgrading adjustment for Payroll Clerk. Effective August 1, 1982, PS2 Community Branch Clerk upgraded to Level PSS2. Effective September 2, 1982, one of two Canadiana Librarians reclassified to L2.

Probationary period is 3 months. Annual increments are based on satisfactory performance. Maximum rates can be reached after 3 or 4 years depending on classification.

Christmas Eve and New Year's Eve Pay: Employee scheduled for work on such days 9:00 a.m. to 3:00 p.m. will be paid 7 hours' pay for 5 hours of assigned work, plus one and one-half times regular rate for all hours worked after 3:00 p.m. (new).

Bereavement Leave: Common-law spouse is added to the provision for 3 days' paid leave, or 5 days when burial occurs outside Ontario. Up to 3 days' paid leave may be granted for relatives and friends who are not defined in the provision (new).

Health and Welfare: Dental Plan - Effective September 1, 1982, payments are based on the 1982 (1981) Ontario Dental Association fee schedule.

Mileage Allowance: 21¢ (19¢) per kilometer.

## FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute (Ind.) (950 biological science group employees): A 12-month renewal agreement effective from July 7, 1982 to July 6, 1983, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 7/82</u>
	Increase	8.5%
	BI-1	\$14,520-\$28,938 (\$12,562-\$26,671)
	BI-3	\$33,765-\$40,985 (\$31,120-\$37,774)
	BI-5	\$45,524-\$50,601 (\$41,958-\$46,637)
Settlement Bonus:	\$162 to each employee.	
Hours of Work:	37 1/2 per week (unchanged). At employer's discretion may be averaged over 28 (14) working days.	
Paid Holidays:	11 days (unchanged).	
Paid Vacation:	5 weeks after 20 (22) years' service. Also, 3 weeks after 1 year and 4 weeks after 10 years (unchanged).	
Travelling Time:	The hours for which compensation may be received and the associated cap have been reduced to 7 1/2 (8) hours.	
Meal Allowance:	\$4.50 (\$3.75) for the first meal and \$3.50 (\$2.75) for the second.	

Government of Canada (Treasury Board) - Professional Institute (Ind.) (1,920 scientific research group employees): A 11-month renewal agreement effective from July 15, 1982 to June 22, 1983, with wages retroactive to June 23, 1982, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 23/82</u>
	Increase	9%
	RS-1	\$25,315-\$33,307 (\$23,225-\$30,557)
	RS-4	\$48,841-\$61,441 (\$44,808-\$56,368)
	Research Manager 2	\$44,507-\$56,011 (\$40,832-\$51,386)
Hours of Work:	37 1/2 per week (unchanged).	
Paid Holidays:	11 days (unchanged).	
Paid Vacation:	Effective July 15, 1982, 5 weeks after 20 (22) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).	

Bereavement Leave:	Definition of immediate family extended to include common-law spouse resident with the employee and child of common-law spouse.
Leave with Pay for Family Related Responsibilities:	Maximum 5 days per fiscal year granted in following circumstances: Up to one-half day to take dependant family member for medical or dental appointments, or for appointments with school authorities or adoption agencies and up to 2 consecutive days for care of a sick family member (new). To a male employee, up to 1 day for needs directly related to birth of his child. To male or female employee, 1 day for needs directly related to adoption of his/her child (unchanged).
Maternity Leave:	Pre-natal, 11 weeks without pay; post-natal, 26; may be advanced, deferred or terminated earlier in certain circumstances (unchanged). Employee will receive an allowance equal to 2 weeks of UIC benefits (new).
Leave Without Pay:	<u>Paternity (new)</u> - Maximum 26 weeks. Total maternity/paternity leave without pay, after termination of pregnancy, utilized by employee-couple, not to exceed 26 weeks combined.  <u>Adoption</u> - Either spouse or may be shared; not to exceed total of 26 weeks combined (new).  <u>Care and Nurturing of Pre-School Age Children (new)</u> - One or more periods to a total maximum of 5 years.  <u>Personal Needs (new)</u> - Maximum one year, to be granted only once.  <u>Relocation of Spouse (new)</u> - Up to 1 year for permanent relocation and up to 5 years for temporary relocation.  NOTE: All leave granted under Maternity, Paternity or Adoption leave clauses and first 3 months granted under Care and Nurturing of Pre-School Age Children, Personal Needs or Relocation of Spouse clauses is counted for calculation of continuous employment for severance pay, vacation leave and pay for increment purposes.

National Research Council of Canada, Canada-wide - Research Council Employees Association (Ind.) (980 technical category employees): A 12-month renewal agreement effective from July 29, 1982 to July 17, 1983, with wages retroactive to July 19, 1982, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 19/82</u>
	Increase:	
	Technical Officer Group and Development Officer Group	9%
	Draftsman Designer and Photographer Group	10%

July 19/82

Technical Officer Group

Technical Officer 1                      \$12,847-\$14,310  
(\$11,786-\$13,128)

Technical Officer 11                      \$41,415-\$43,955  
(\$37,995-\$40,326)

Development Officer Group

Development Assistant 1                      \$11,458-\$18,016  
(\$10,512-\$16,528)

Development Supervisor                      \$30,726-\$33,494  
(\$28,189-\$30,728)

Draftsman and Photographer

Draftsman 1                                  \$13,933-\$17,049  
(\$12,666-\$15,499)

Draftsman 6                                  \$27,620-\$30,603  
(\$25,109-\$27,821)

Photographer 1                                  \$15,362-\$16,880  
(\$13,965-\$15,345)

Photographer 7                                  \$27,077-\$29,763  
(\$24,615-\$27,057)

Designer

DES-1    \$27,404-\$30,045  
(\$24,913-\$27,314)

DES-4    \$39,404-\$43,076  
(\$35,822-\$39,160)

Hours of Work:                      37 1/2 per week (unchanged).

Shift Premium:                      0-40¢-45¢ (0-29¢-39¢).

Stand-by Pay:                      \$12 (\$10) for each 8-hour period on day of rest and designated paid holiday.

Paid Holidays:                      11 days (unchanged).

Paid Vacation:                      5 weeks after 20 (22) years' service. Also, 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Diving Duty Allowance:                      \$7.50 (\$6.50) per hour. Minimum 2 hours per dive.

Flying Allowance:                      \$60 (\$50) per month after completion of 15 hours each quarter.

Meal Allowance:                      \$4.50 (\$3.50) for the first meal and \$3.50 (\$2.50) for the second.



Bereavement leave, Leave with Pay for Family Related Responsibilities, Maternity Leave and Leave Without Pay are the same as those reported for the scientific research group on pages 432-433.

## PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees Union (NUPGE) (CLC) (3,080 correctional service category): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, settled by arbitration. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/82</u>	<u>July 1/82</u>
	General Increases	11%	4.5% non-compounded
	Additional Adjustments	3% for Trade Instructor 2	
	<u>Weekly Rates</u>		
	Observation and Detention Home Worker 1	\$342.46-\$365.62 (\$308.52-\$329.39)	\$356.34-\$380.44
	Correctional Officer 2 (a key rate)	\$416.00-\$441.20 (\$374.80-\$397.60)	\$432.80-\$459.20
	Trade Instructor 3	\$506.80-\$540.00 (\$456.40-\$486.40)	\$527.20-\$562.00
Hours of Work:	40 per week (unchanged).		

## LOCAL ADMINISTRATION

Scarborough Borough Corporation - Local 626, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 420 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/82</u>
	General Increase	12.5%
	4th Class Fire Fighter	\$22,772 (\$20,241)
	1st Class Fire Fighter	\$30,363 (\$26,988)
	Assistant Deputy Chief	\$47,366 (\$42,101)

Bereavement Leave: 3 (1) days' paid leave to attend the funeral of a grandchild.

Health and Welfare: Long Term Disability - 75% of basic salary up to a maximum benefit of \$2,500 (\$2,000) per month.

# CONSTRUCTION

Metropolitan Toronto Road Builders' Association - Local 793, International Operating Engineers (AFL-CIO/CFL): A 22-month renewal agreement effective from July 14, 1982 to April 30, 1984, covering 400 employees, settled during a work stoppage. Duration of negotiations - 4 1/2 months.

	Effective	July 14/82	Oct. 1/82
	Package Increases	\$1.40	20¢
Wages:	General Increases	\$1.19	19¢
	Grade Rollerman	\$12.29 (\$11.10)	\$12.48
	Backhoe Operator	\$13.74 (\$12.55)	\$13.93
	Effective	Apr. 1/83	Oct. 1/83
	Package Increases	\$1.90	30¢
	General Increases	\$1.61	14¢
	Grade Rollerman	\$14.09	\$14.23
	Backhoe Operator	\$15.54	\$15.68
Training Fund:	Effective October 1, 1982, employer contributes 13¢ (3¢) per hour.		
Welfare Fund:	Employer contributes 40¢ (30¢) per hour.		
Pension Fund:	Effective April 1, 1983, employer contributes 85¢ (70¢) per hour. Effective October 1, 1983, \$1 per hour.		
Board Allowance:	\$27.50 (\$22.50) per day to a maximum of \$137.50 (\$112.50) per week. Effective April 1, 1983, \$32.50 per day and \$162.50 per week.		
Mileage Allowance:	Effective April 1, 1983, 24¢ (21¢) per kilometer.		

Metropolitan Toronto Sewer and Watermain Contractors Association - Local 793, International Operating Engineers (AFL-CIO/CFL): A 22 month renewal agreement effective from July 14, 1982 to April 30, 1984, covering 500 employees, settled during a work stoppage. Duration of negotiations - 4 1/2 months.

	Effective	<u>July 14/82</u>	<u>Oct. 1/82</u>
	Package Increases:		
	Open Cut Work	\$1.40	20¢
	Tunnel Work	\$1.50	25¢
	Increases:		
	Open Cut Work	\$1.19	19¢
	Tunnel Work	\$1.28	23¢
	<u>Operating Engineer</u>		
	Open Cut Work	\$14.09 (\$12.90)	\$14.28
	Tunnel Work	\$14.18 (\$12.90)	\$14.41
	Effective	<u>Apr. 1/83</u>	<u>Oct. 1/83</u>
	Package Increases:		
	Open Cut Work	\$1.90	30¢
	Tunnel Work	\$1.90	40¢
	Increases:		
	Open Cut Work	\$1.61	14¢
	Tunnel Work	\$1.70	14¢
	Open Cut Work	\$15.89	\$16.03
	Tunnel Work	\$16.11	\$16.25
Compressed Air Premium:	\$12.50 (\$12) per shift for 1 to 14 pounds air pressure. Effective October 1, 1982, \$13.50 per shift.		
Shift Premium (tunnel):	0-\$1.10-\$1.10 (0-\$1.00-\$1.00). Effective April 1, 1983, 0-\$1.20-\$1.20.		
Training Fund:	Effective October 1, 1982, employer contributes 13¢ (3¢) per hour.		
Welfare Fund:	Employer contributes 40¢ (30¢) per hour.		
Pension Fund:	Effective April 1, 1983, employer contributes 85¢ (70¢) per hour. Effective October 1, 1983, \$1 per hour.		
Hard Allowance:	\$30 (\$25) per day to a maximum of \$150 (\$125) per week. Effective April 1, 1983, \$35 and \$175.		
Lease Allowance:	22¢ (20¢) per kilometer. Effective April 1, 1983, 24¢ per kilometer.		

ADDENDUM  
May 1982 Settlements

ELECTRICAL PRODUCTS

Northern Telecom Canada Limited at Hamilton, Kitchener, London, North Bay, Thunder Bay, Toronto and Windsor, Ontario, Winnipeg, Manitoba, Saskatoon, Saskatchewan, and Edmonton and Calgary, Alberta - Locals 4 and 9, Communications Workers of Canada (CLC): Three 30-month renewal agreements effective from May 5, 1982 to October 31, 1984, with wages retroactive to November 1, 1981, covering 358 shop and warehouse employees, 46 office employees, and 450 installers, settled during a work stoppage and ratified in May, 1982. Duration of negotiations - 7 months.

Wages:

Shop and Warehouse Unit

Effective	<u>Nov. 1/81</u>	<u>May 24/82</u>	<u>Nov. 1/82</u>	<u>Oct. 31/83</u>
Increases	50¢-60¢		35¢-50¢	30¢-40¢
COLA Fold-in		65¢	65¢	63¢
Skilled Trades Adjustments	15¢		15¢	15¢
Grade 22 (S22)	\$8.13 (\$7.63)	8.78	\$9.78	\$10.71
Test Set Maintenance (TC1)	\$10.90 (\$10.15)	\$11.55	\$12.85	\$14.03

Installation Unit

Effective	<u>Nov. 1/81</u>	<u>June 14/82</u>
Increases	55¢-80¢	
COLA Fold-in		65¢
Installer 1 (Y01)	\$7.86-\$10.46 (\$7.31-\$ 9.81)	\$8.51-\$11.11
Installer 5 (Y05)	\$11.71 (\$10.91)	\$12.36
	<u>Nov. 1/82</u>	<u>Oct. 31/83</u>
Increases	45¢-70¢	35¢-60¢
COLA Fold-in	65¢	63¢
Installer 1 (Y01)	\$9.61-\$12.31	\$10.59-\$13.39
Installer 5 (Y05)	\$13.71	\$14.94



Office, Clerical and Technical Unit  
Weekly Rates

Effective	<u>Nov. 1/81</u>	<u>May 17/82</u>
Increases	\$13.07-\$30.87	
COLA Fold-in		65¢ per hour
Grade 53 (C53)	\$261.82-\$274.82 (\$248.75-\$261.75)	\$286.20-\$299.20
Engineering Technician ETA (K-A)	\$435.22-\$488.42 (\$404.35-\$457.55)	\$459.60-\$512.80
	<u>Nov. 1/82</u>	<u>Oct. 31/83</u>
Increases	\$10.47-\$22.87	\$7.87-\$18.32
COLA Fold-in	65¢ per hour	63¢ per hour
Grade 53 (C53)	\$321.05-\$334.05	\$352.55-\$365.55
Engineering Technician ETA (K-A)	\$506.85-\$560.05	\$548.80-\$602.00

Probationary period is 60 calendar days. Maximum rates for Grade 53 (C53) and ETA (K-A) are reached on merit and for Installer 1 (Y01) after ten 6-month increases.

Cost of Living Allowance: \$1.93 float generated under the previous agreement is folded into wages in three steps as shown.

1¢ per 0.34 point change in the Consumer Price Index - 1971=100 (unchanged), above the base of 245.02 (179.40). Effective in 1983, 1¢ per 0.33 change in the CPI. Effective in 1984, 1¢ per 0.30 change in the CPI. Adjusted quarterly.

Lump Sum Payment: 37¢ per hour worked from November 1, 1981, to a total of approximately \$300 per employee.

Paid Vacation: Effective in 1983, 6 weeks (new) after 30 years' service. Effective in 1984, 6 weeks after 29 years.

Bereavement Leave: 3 (1) days' paid leave to attend the funeral of a son-in-law and daughter-in-law. Grandchild is added to the provision for 1 day's paid leave to attend the funeral. 1 day's paid leave to attend a memorial service (new).

Maternity Leave: Effective October 31, 1983, employer pays the difference between UIC benefits and 75% of normal wages for up to 15 weeks, to a maximum payment of \$1,000 for employee electing to return from leave within 17 weeks, with date of return agreed prior to leaving (new). Allowance will terminate when UIC benefit payments cease.

Health and  
Welfare:

Life Insurance - Effective July 1, 1982, \$11,000 (\$10,000) coverage. Effective January 1, 1983, \$12,000. Employee pays 50% per month per \$1,000 insurance in excess of \$11,000 (\$10,000) until December 31, 1982 and in excess of \$12,000 thereafter. Effective October 1, 1982, optional additional employee-paid coverage available to \$40,000 (\$30,000) and up to \$50,000 for the Group Life Insurance Plan-Part 2.

Long Term Disability - Effective May 1, 1982, grade related benefits range from \$800-\$1,050 (\$600-\$800) per month less any applicable statutory benefits, for employee with five years' service. Employee with less than 5 years' service receives \$250 (\$200) per month. Minimum payment is \$125 (\$100) per month.

Vision Care (new) - Effective July 1, 1982, payable on a 50%/50% co-insurance basis. Maximum coverage is \$50 per individual every 2-year period. Effective January 1, 1984, maximum coverage increases to \$65, and up to \$200 every 2-year period for contact lenses in severe cases, where regular glasses are not sufficient.

Dental Plan - Effective May 1, 1982 payments are based on the 1981 (1979) Ontario Dental Association fee schedule. Effective January 1, 1983, the 1982 ODA fee schedule, and plan is extended to include periodontal and endodontal coverage, payable on a 50%/50% co-insurance basis to a maximum reimbursement of \$1,000 for term of agreement. Effective January 1, 1984, coverage increases to include orthodontic care, payable on a 50%/50% co-insurance basis with reimbursement limited to \$1,000 per lifetime per individual.

Survivor Transition Benefit Plan - Effective May 1, 1982 grade related benefits for dependants of deceased employee with 3 months' service range from \$375-\$525 (\$275-\$400) per month for 60 consecutive months commencing the month following the date of death, plus, in the event of the employee's death from an accident while at work for the employer, a grade related lump sum payment ranging from \$19,500-\$26,500 (\$14,500-\$20,500).

Pension Plan:

Basic Benefit - Effective January 1, 1982 grade related benefits range from \$16-\$22 (\$12-\$18) per month per year of service.

Retirement Transition Benefit Plan - Effective January 1, 1982 grade related benefits range from \$13-\$18 (\$10-\$15) per month per year of credited service payable from 10 to 44 months (unchanged), depending on years of service.

Early Retirement Supplementary Benefit - Effective January 1, 1982, \$8 (\$7.50) per month per year of service to a maximum of \$280 (\$225) per month.

Safety Shoe  
Allowance:

\$50 (\$15) annual maximum.

Lay-Off  
Allowance:

4 (3) weeks' pay after 1 year's service, plus 1 additional week's pay for each additional year of service up to 17 weeks' pay after 14 years (unchanged) plus 3 weeks' additional pay (unchanged) for each full year of service in excess of 15 years.

Payment once per annum at 90% of regular weekly pay commences at the end of the pay period following the first week of layoff or at the end of the second week required for qualification for UIC benefits. (Previously, operative at the time employee qualified for UIC benefits.) Each subsequent week's benefits requires qualification for UIC benefits. Benefits to be paid for the first week of recall if total monies received for that week is less than 90% of regular weekly pay at time of lay-off. (Previously, allowance ceased when employee reported for work subsequent to recall). Employee continues to receive payment after UIC benefits expire for as long as remaining entitlement money lasts (new). Employee who has obtained other employment at a rate less than his/her UIC entitlement will not be disqualified from benefit provided he/she receives any portion of UIC entitlement (new).

## TRANSPORTATION

United Parcel Service Canada, Ltd., province-wide - Locals 91, 990, 938, 880, 879, 141, and 931, Teamsters(Ind.): A 36-month renewal agreement effective from February 16, 1982 to February 15, 1985, covering 447 employees, settled at bargaining following a work stoppage and ratified in May, 1982. Duration of negotiations - 4 months.

Effective	May 15/82	Feb. 16/83	Feb. 16/84
Increases:			
Full-time	\$1.50 on maximum	87¢-\$1.25	70¢-\$1.00
Positioner	\$1.15 on maximum	68¢-97¢	53¢-76¢
Part-time and Casual Employee	97¢ on maximum	57¢-81¢	46¢-65¢
Driver (unclassified)	\$6.190-\$8.840 (\$5.870-\$7.340)	\$7.060-\$10.090	\$7.760-\$11.090
Feeder Driver-	\$6.580-\$9.400	\$7.455-\$10.650	\$8.155-\$11.650
Tractor Trailer Doubles	(\$6.320-\$7.900)		
Class A Mechanic (new)	\$7.735-\$11.050	\$8.610-\$12.300	\$9.310-\$13.300

Probationary period is 30 days worked. Maximum rates are reached after 180 days worked after completion of probationary period.

Cost of Living Allowance (full-time):

Effective in the first contract year, 6¢ per hour worked per 1% increase in the Consumer Price Index - 1971 = 100 (unchanged).

Effective in the second contract year, 8¢ per 1% increase in the CPI. Effective in the third contract year, 10¢ per 1% increase in the CPI. Triggered at 8% in each year. Annual comparisons, using January base index month. Paid as a lump sum payment in March of each year.

Lump Sum Payment:

\$1,000 for each current full-time employee and, \$250 for part-time employee. Effective December 19, 1983, \$500 for each full-time employee.

Overtime Pay (Drivers):	Time and one-half for all time worked between 1:00 p.m. Saturday and 10:00 p.m. Sunday (new).
Reporting Pay (new):	Minimum of 8 hours' pay for full-time seniority employee, 4 hours for driver hired after May 16, 1982, who appears on the bottom 10% of their seniority list, with a minimum of one per operating centre, and 3 hours guarantee for Hub and Operating Centre employee not regularly on 8-hour schedules.
Call Back Pay: (new):	Minimum of 3 hours at overtime rate for Class A and Maintenance Mechanics.
Acting Pay:	A Hub and Operating Centre employee not regularly on an 8-hour schedule, who works as a Positioner for one or more hours receives the Positioner rate of pay for the entire shift (new).
Paid Holidays:	Effective in 1984, 1 floating day is added for a total of 11 days.
Paid Vacation:	3 weeks at 6% of gross earnings after 5 years' service (new).
Apprentice Training Allowance (new):	Employer provides the difference between the government grant and the regular rate of pay for apprentice mechanic, while attending school, based on the Service Worker rate of pay or the Apprenticeship Act, whichever is greater.

#### June 1982 Settlements

#### EDUCATION AND RELATED SERVICES

Frontenac County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (535 employees): A 24-month renewal agreement effective from September 1, 1982 to August 31, 1984, settled at the bargaining stage and ratified in June, 1982. Duration of negotiations - 6 months.

Wages	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
	General Increases	10%	Fold-in lump sum payment*, plus 10%
	Teacher-Category D 0-6 years	\$16,065-\$21,534 (\$14,605-\$19,577)	\$18,001-\$24,017
	Teacher-Category A1 0-11 years	\$19,468-\$32,839 (\$17,699-\$29,854)	\$21,746-\$36,452
	Teacher-Category A4 0-12 years	\$22,689-\$39,889 (\$20,627-\$36,263)	\$25,287-\$44,207
	Principal 0-4 years (A & B Schools)	\$43,560-\$45,980 (\$39,600-\$41,600)	\$48,246-\$50,908



\*Lump Sum Payment - Effective January 1, 1983, \$300 paid per full-time employee. Amount to be folded into the wage grid prior to the 10% general increase of the second year.

Health and Welfare: Dental Plan - Payments to be based on the current Ontario Dental Association fee schedule (previously the 1980 ODA fee schedule).

Middlesex County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983 covering 402 employees, settled at the bargaining stage and ratified in June, 1982. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 1/82
	General Increase	11.8%
	Teacher Category D 0-5 years	\$14,385-\$19,895 (\$12,860-\$17,790)
	Teacher Category A1 0-10 years	\$18,145-\$31,645 (\$16,225-\$28,295)
	Teacher Category A4 0-12 years	\$21,825-\$40,180 (\$19,515-\$35,925)

Responsibility Allowances: Vice-Principal - \$2,200-\$3,100 (\$2,000-\$2,900) for 0-3 years' experience.

Resource Teacher - \$2,500-\$2,900 (\$2,300-\$2,700) for 0-1 years' experience.

Consultant - \$4,000-\$5,000 (\$3,800-\$4,800) for 0-2 years' experience.

Educational Improvement Leave: Teacher receives 80% (75%) of basic salary.

Leave of Absence: 5 days maximum per year without loss of pay or sick leave credits for participation in an activity which the Superintendent of Personnel believes will bring credit or benefit to the school system. (Previously, 5 days with loss of sick leave credits).

Toronto Public Library Board - Locals 1996 and 1003, Canadian Union of Public Employees (CLC) (full-time and part-time librarians, clerical and maintenance and caretaking employees): Two 12-month renewal agreements effective from January 1, 1982 to December 31, 1982, covering 775 employees, settled at the bargaining stage, and ratified in June, 1982. Duration of negotiations - 1 month.

Wages:	Effective	Jan. 1/82
	Increase	12.5%, except Page *

Local 1003 Jan. 1/82

Cleaner \$8.18  
(\$7.27)

Electrician - \$11.22  
Maintenance (\$9.97)

Local 1996  
Annual Rates

Junior Clerical \$13,312-\$14,981  
Assistant (\$11,833-\$13,316)

Librarian 6 \$29,206-\$40,536  
(\$25,961-\$36,032)

\*\$3.90 (\$3.50) per hour for Page.

Probationary period is 6 months. Maximum rates are reached after 4 annual increases for Junior Clerical Assistant and after 5 for Librarian 6.

LOCAL ADMINISTRATION

East York Borough Corporation - Local 114, Canadian Union of Public Employees (CLC)  
(inside and outside employees): Two 12-month renewal agreements effective from January 1, 1982 to December 31, 1982, covering 22 employees, settled at the conciliation officer stage and ratified in June, 1982. Duration of negotiations - 6 months.

Wages: Effective Jan. 1/82

General Increase 12.5%

Outside

Labourer \$9.74  
(\$8.66)

Jan. 1/82

Carpenter \$11.77  
(\$10.46)

Inside  
(Weekly Rates)

Clerk-Grade 1 (includes \$265.65-\$288.40  
Clerk-Typist) (\$236.25-\$256.20)

Clerk-Grade 6 (includes \$484.40-\$541.45  
Senior Accountant) (\$430.50-\$481.25)

Paid Rest A 15-minute paid rest break is added in each half of the work day  
Period (new): or shift.

Shift Premium: 37¢ (33¢) per hour for 40 hours, for emergency work in the Works Department.  
0-37¢-37¢ (0-33¢-33¢).

Weekend Shift Premium: 74¢ (66¢) per hour.

Weekend Premium: 37¢ (33¢) per hour worked.

Standby Pay: \$57.70 (\$51.30) for total hours set out and \$32.40 (\$28.80) additional payment during a paid holiday for Snow Control Shift and Emergency Shift in the Works Department.

Weekend Standby Pay: \$42.85 (\$38.10) for total hours set out and \$32.40 (\$28.80) additional payment during a paid holiday.

Health and Welfare: Dental Plan - Effective August 1, 1982, Orthodontia Rider #4 is extended to include all employees and their spouses.

Meal Allowance: \$4.25 (\$3.75).

Mileage Allowance (new): 19¢ per kilometer.

Tool Allowance (outside): \$112.50 (\$100) per annum.

Negotiations in Progress during July 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg' Stag
Abitibi Price Inc. (Lakehead Woodlands, White River and Iroquois Falls Divs.), Thunder Bay, White River and Iroquois Falls	Carpenters (AFL-CIO) (lumber and sawmill workers) (woods empls.)	1,400	B
Algoods (Div. of Alcan Canada Products Ltd.), Toronto	United Steelworkers (AFL-CIO/CLC)	202	B
American Can Canada Inc., Marathon	United Paperworkers (AFL-CIO/CLC)	500	CO
BCL Canada Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	230	CO
Bata Footwear (Div. of Bata Industries), Batawa Trenton, Campbellford and Picton	Food and Commercial Workers (AFL-CIO/CLC)	600	B
Benson and Hedges (Canada) Ltd., Brampton	Bakery and Tobacco Workers (AFL-CIO/CLC)	264	MED/
Boilermakers Contractors' Assn. of Ontario	Boilermakers (AFL-CIO/CFL)	1,500	B
Boise Cascade Canada Ltd., Fort Frances and Kenora	Cdn. Paperworkers (CLC), Electrical Workers (IBEW) (AFL-CIO/CFL), Machinists (AFL-CIO/CLC) and Office and Professional Employees (AFL-CIO/CLC)	770	CO
Brampton City Corp.	CUPE (CLC)	200	B
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	417	B
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	220	B
Canada Cycle and Motor Co. Ltd., Toronto	Auto Workers (AFL-CIO/CLC) (production empls.)	500	WS
Canada Packers Poultry (Div. of Canada Packers Ltd.), Walkerton	Food and Commercial Workers (AFL-CIO/CLC)	325	CO
Canada Safeway, Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (retail food full-time and part-time empls.)	1,125	B
Canada Sand Papers Ltd., Plattsville	Energy and Chemical Workers (CLC)	249	B
Canadian Automatic Sprinkler Assn.	Plumbers (AFL-CIO/CFL)	600	B

\*See page 458 for definition of codes



Negotiations in Progress during July 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Canvil Ltd., Simcoe	Machinists (AFL-CIO/CLC)	200	B
Carleton Board of Education	Fed. of Women Teachers' Assns of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,210	B
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Central Park Lodges of Canada (Retirement Homes), Hamilton, London, Ottawa, Toronto and Windsor	Service Employees Intl. (AFL-CIO/CLC)	359	B
Chrysler Canada, Ajax, Etobicoke and Windsor	Auto Workers (AFL-CIO/CLC) (engineers, office and technical empls.)	500	B
Chrysler Canada, Ajax, Etobicoke and Windsor	Auto Workers (AFL-CIO/CLC) (hourly rated production empls.)	8,700	B
Consumers' Gas, Metropolitan Toronto and other centres	National Union of Independent Gas Workers (Ind.)	680	B
Cooper Canada, Toronto	Pottery Workers (AFL-CIO/CLC)	680	C0
Cooper Tool Group Ltd., Port Hope	United Steelworkers (AFL-CIO/CLC)	250	C0
Corby Distilleries, Corbyville	Distillery Workers (AFL-CIO/CLC)	210	B
Courtaulds (Canada) Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	500	C0
Crane Canada Ltd., Brantford	United Steelworkers (AFL-CIO/CLC)	250	B
DRG Packaging Ltd., Toronto	Printing and Graphic Union (AFL-CIO/CLC)	470	B
Dominion Stores Ltd., Amherstburg and Windsor	United Steelworkers (AFL-CIO/CLC) (retail food empls.)	695	B
Dominion Stores Ltd., Guelph, Kitchener, Midland and Waterloo	Food and Commercial Workers (AFL-CIO/CLC)	280	B
Dominion Stores Ltd., Sudbury	Retail Wholesale Employees (AFL-CIO/CLC) (full-time and part-time empls.)	385	B

Negotiations in Progress during July 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Dominion Stores Ltd., Toronto and other centres	Retail Wholesale Employees (AFL- CIO/CLC) (retail food full- time and part-time empls.)	10,000	B
Dominion Stores Ltd., Toronto	Retail Wholesale Employees (AFL- CIO/CLC) (warehousemen)	970	B
Domtar Packaging Ltd., Corrugated Containers Div., Intercity	Cdn. Paperworkers (CLC)	734	MED/
Domtar Packaging (Kraft Paper and Board Div.), Red Rock	Cdn. Paperworkers (CLC)	500	B
Dufferin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	230	B
Dufferin Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,400	B
Durham Board of Education	CUPE (CLC)	365	CO
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,350	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,025	B
Durham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	454	B
Edwards, A Unit of General Signal Ltd., Owen Sound	United Steelworkers (AFL-CIO/CLC)	200	B
Electrical Power Systems Construction Assn.	Plumbers (AFL-CIO/CFL)	2,000	B
Essex County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	555	B
Falconbridge Nickel Mines	Mine, Mill and Smelter Workers (Ind.) (mine empls.)	2,380	B
Ford Motor Co. of Canada Ltd., Bramalea, Niagara Falls, Oakville, St. Thomas and Windsor	Auto Workers (AFL-CIO/CLC) (hourly-rated production empls.)	12,410	B

Negotiations in Progress during July 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
ord Motor Co. of Canada Ltd., Windsor	Auto Workers (AFL-CIO/CLC)	363	B
Franklin Manufacturing Co. (Canada), Cambridge	Machinists (AFL-CIO/CLC) (production empls.)	500	B
Fraser Inc., Thorold	Cdn. Paperworkers (CLC) (mill empls.)	550	B
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	245	MED
General Bakeries (G.B. Wonder Div.), Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	210	CO
Globe and Mail, Toronto	Newspaper Guild (AFL-CIO/CLC)	406	B
Goldcrest Furniture Ltd., Toronto	Cdn. Industrial Employees (CCU)	203	MED
The Great Atlantic & Pacific Tea Co. Ltd., province-wide	Food and Commercial Workers (AFL-CIO/CLC) (retail food full-time and part-time empls.)	5,435	B
Great Lakes Forest Products Ltd., Dryden	Cdn. Paperworkers (CLC)	925	B
Great Lakes Forest Products Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,900	CO
Great Lakes Forest Products Ltd., Thunder Bay	Carpenters (AFL-CIO) (lumber and sawmill workers)	1,300	B
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	317	F
Hilton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,320	B
Hilton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	B
Hilton County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	506	B
Hilton Regional Municipality (Homes for the Aged)	Cdn. Operating Engineers (CCU)	250	ARB

Negotiations in Progress during July 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg' Stag.
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,300	B
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,100	B
Hamilton Street Railway Co. and Canada Coach Lines, Hamilton	Transit Union (AFL-CIO/CLC) (transit empls.)	770	WS
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Hammond Manufacturing Co., Guelph	Employees' Assn. (Ind.) (production empls.)	500	B
Harding Carpets Ltd., Brantford	Textile and Chemical Union (CCU)	230	B
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	615	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
Hawker Siddeley Canada Ltd. (Orenda Div.), Toronto	Machinists (AFL-CIO/CLC)	402	B
John T. Hepburn Ltd., Toronto and Mississauga	United Steelworkers (AFL-CIO/CLC)	277	MED/W
Kawneer Co. Canada Ltd., Toronto	Structural Iron Workers (AFL-CIO)	225	B
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	565	B
Kent County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
Kimberly-Clark of Canada, Longlac	Carpenters (AFL-CIO) (lumber and sawmill workers) (woods empls.)	930	B
Knechtel Furniture Ltd., Hanover	Woodworkers (AFL-CIO/CLC)	250	B
Lakehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	610	B



Negotiations in Progress during July 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Laurentian University, Sudbury	Faculty Assn. (Ind.)	231	C0
Peels and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
Peels and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	355	B
Perth and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	235	MED
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	930	B
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
Liquor Control Board of Ontario, and Liquor Licence Board of Ontario, province-wide	Ont. Liquor Board Employees (NUPGE) (CLC)	3,500	MED
Polaw's Ltd., Ottawa and other centres	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	1,550	C0
Polaw's Ltd., and Westfair Foods Ltd., Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	6,000	C0
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,110	MED
London Transportation Commission	Transit Union (AFL-CIO/CLC)	400	C0
Rock Canada Inc., Oakville	Machinists (AFL-CIO/CLC)	297	B
Millan Bloedel Industries Ltd., Sturgeon Falls Div.	Cdn. Paperworkers (CLC)	350	PCB
Graw-Edison of Canada Ltd. (Power Systems Div.), Toronto	United Steelworkers (AFL-CIO/CLC)	200	C0
Pro Toronto Catholic Children's Aid Society	CUPE (CLC)	210	B
Pro Toronto News Co., Lakeside Distributors and Western Ontario Distributors, Barrie, London and Toronto	Teamsters (Ind.)	265	B

Negotiations in Progress during July 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Metropolitan Toronto, North York City, East York, Etobicoke, Scarborough and York Borough Boards of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	6,683	B
Metropolitan Toronto House Wreckers Assn.	Labourers (AFL-CIO)	200	B
Metropolitan Toronto Plumbing and Heating Contractors Assn.	Plumbers (AFL-CIO/CFL) (residential)	650	B
Motor Transport Industrial Relations Bureau of Ontario (Ontario General Freight), system-wide	Teamsters (Ind.) (general freight drivers, dockmen, maintenance and mechanics)	5,000	B
Muskoka Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	248	B
Nipissing Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	268	B
Nipissing Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	393	B
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	450	B
John Noble Home, Brantford	Service Employees Intl. (AFL-CIO/CLC)	245	B
Norfolk County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	291	B
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	222	B
North American Plastics Co. Ltd., Wallaceburg	Auto Workers (AFL-CIO/CLC)	335	WS
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	Ontario Public Service Employees (OPSEU) (NUPGE) (CLC) (academic staff, librarians and counsellors)	7,000	B
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (support staff empls.)	4,290	B

Negotiations in Progress during July 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario Master Insulators Assn. Inc.	Asbestos Workers (AFL-CIO/CFL)	1,200	MED
Ontario Mechanical Contractors Assn.	Plumbers (AFL-CIO/CFL)	11,000	MED/WS
Ontario Precast Concrete Manufacturers' Assn.	Labourers (AFL-CIO)	250	MED
Ontario Area Signatory Contractors	Labourers (AFL-CIO) and Teamsters (Ind.)	200	B
Ontario Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,000	B
Ontario Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,600	B
Ontario Civic Hospital and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	16,415	B
Ontario County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
Ontario Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,500	ARB(R)
Phillips Cables Ltd., Brockville	Electrical Workers (UE) (CLC)	450	B
Prescott-Russell County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	307	B
Prescott-Russell County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	350	B
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	625	B
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	430	B
Simcoe County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	300	B

Negotiations in Progress during July 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Rockwell International of Canada Ltd. (Plastics Div.), Gananoque	United Steelworkers (AFL-CIO/CLC)	241	CO
Ryerson Polytechnical Institute Board of Governors, Toronto	Faculty Assn. (Ind.)	550	B
Sault Ste. Marie Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	410	B
Sault Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	365	B
Scarborough Public Utilities Commission	Utility Workers of Canada (CLC)	244	B
J.M. Schneider Inc., Kitchener	Employees' Assn. (Ind.)	2,290	CO
Simcoe County Board of Education	OPSEU (NUPGE) (CLC)	250	B
Sklar Furniture Ltd. (Peppler Div.), Hanover	Woodworkers (AFL-CIO/CLC)	277	B
Sklar Furniture Ltd. (Chair Div.), Toronto	Upholsterers (AFL-CIO/CLC)	230	B
Spruce Falls Power and Paper and Kimberly Clark of Canada, Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CFL)	1,250	CO
Spruce Falls Power and Paper Co., Kapuskasing	Carpenters (AFL-CIO) (lumber and sawmill workers) (woods empls.)	700	B
Steinberg Inc. (Miracle Food Mart Div.), southern Ontario	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time empls.)	5,000	CO
Steinberg Inc. (Miracle Mart Div.), Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (retail dept. store empls.)	550	B
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	590	B
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	860	B
Sunar Div. of Hauserman Ltd., Waterloo	United Steelworkers (AFL-CIO/CLC)	340	CO



Negotiations in Progress during July 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Unnbrook and other hospitals, Toronto and other centres	Service Employees Intl. (AFL-CIO/CLC) (non-medical empls.)	9,000	ARB
Thunder Bay Construction Assn.	Carpenters (AFL-CIO)	400	B
Thunder Bay Construction Assn. (General Contractors Div.)	Carpenters (AFL-CIO)	450	B
Simmons Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	215	B
Toronto City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,330	B
Toronto City, North York City, East York, Etobicoke, Scarborough and York Borough Boards of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	8,039	B
Toronto Cloak Manufacturers Assn.	Ladies' Garment Workers (AFL-CIO/CLC)	800	CO
Toronto General Hospital and 131 other hospitals	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	24,200	B
Toronto Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC) (guild empls.)	1,350	CO
Trailmobile Canada, Brantford	Auto Workers (AFL-CIO/CLC)	200	PCB
University of Guelph	Staff. Assn. (Ind.) (office, clerical, laboratory and technical empls.)	770	B
University of Windsor	Faculty Assn. (Ind.) (professors, assistant professors, librarians, and other empls.)	515	B
Victoria County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	350	B
Wabasso Inc., Dunnville	Clothing and Textile Workers (AFL-CIO/CLC)	372	B
Wabasso Inc., Welland	United Textile Workers (AFL-CIO/CLC)	422	B
Widwood of Canada Ltd. (Longlac Div.), Longlac	Carpenters (AFL-CIO)	243	CO



Negotiations in Progress during July 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Ne St
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	620	B
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	565	B
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	420	B
Westclox Canada Ltd., Peterborough	Electrical Workers (IUE) (AFL-CIO/CLC)	281	B
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC)	280	B
Windsor City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	850	B
Windsor Heavy Construction Assn.	Intl. Operating Engineers (AFL-CIO/CFL), Labourers (AFL-CIO) and Teamsters (Ind.)	550	W
Woodbridge Foam Corp.	Clothing and Textile Workers (AFL-CIO/CLC)	275	B
York Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	585	B
York University	CUPE (CLC)	275	C
York University	Cdn. Union of Educational Workers (graduate students, Units I and II)	1,200	B
York University	Staff Assn. (CCU) (secretarial, clerical and technical empls.)	915	C
<u>More Than One Province</u>			
Air Canada, system-wide	Air Line Flight Attendants (CLC)	2,845	B
CIP Containers, Que. and Ont.	Cdn. Paperworkers (CLC), Energy and Chemical Workers (CLC) (production and office empls.)	745	M
CN Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, baggage-men, flagmen, yardmasters, and other empls.)	7,610	C

\*\* Federal jurisdiction

Negotiations in Progress during July 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
P Air, system-wide**	Air Line Flight Attendants (CLC)	1,200	B
P Air, system-wide**	Machinists (AFL-CIO/CLC) (maintenance, overhaul, station services and other empls.)	1,750	B
P Rail, system-wide**	Rail Canada Traffic Controllers (CCU)	820	C0
P Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, baggagemen, yardmen, and other empls.)	5,435	C0
General Motors of Canada Ltd., London, Oshawa, St. Catharines, Scarborough, Windsor and Woodstock, Ont. and St. Eustache and St. Therese, Que.	Auto Workers (AFL-CIO/CLC) (plant empls.)	34,350	C0
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (AFL-CIO/CLC) (printing operations group, non-supervisory empls.)	1,090	B
Government of Canada (Treasury Board)**	Public Service Alliance (PSAC) (CLC) (administration services group)	5,680	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (heating, power and stationary plant operation group - supervisory and non supervisory empls.)	2,550	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	21,710	B
MacMillan Bloedel Industries Ltd., Guelph, London, Toronto, Ont. and Montreal, Que.	Cdn. Paperworkers (CLC) and Energy and Chemical Workers (CLC)	505	MED
Motor Transport Industrial Relations Bureau (Eastern Canada Car Carrier Div.), Que. and Ont.**	Teamsters (Ind.) (drivers, maintenance and other empls.)	1,300	B
Royal Canadian Mint, Hull, Que., Ottawa, Ont. and Winnipeg, Man.	PSAC (CLC) (production and office empls.)	530	B

Federal jurisdiction

Negotiations in Progress during July 1982 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario  
Employees Expiring in August 1982

Employer and Location	Union	No. of Empls.
Witibi-Price Inc. (Lakehead Woodlands, White River Woods and Iroquois Falls, Woods Divs.) Iroquois Falls, Thunder Bay and White River	Carpenters (AFL-CIO) (lumber and sawmill workers, woods empls.)	1,400
Canada, province-wide	Air Line Flight Attendants (CLC)	1,147
Alcan of Canada Products Ltd.), Toronto	United Steelworkers (AFL-CIO/CLC)	202
American Can Canada Inc., Marathon	Carpenters (AFL-CIO)	240
Front County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	417
Brace County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	220
Wheatley Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,210
Wheatley Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100
3 Packaging Ltd., Toronto	Printing and Graphic Union (AFL-CIO/CLC)	470
Union Stores Ltd., Sarnia	United Steelworkers (AFL-CIO/CLC)	240
Ontar Forest Products (Woodlands Div.), Nipigon	Carpenters (AFL-CIO)	230
Merlin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	231
Ham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,350
Ham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,025
Ham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	454
St York Borough Board of Education	Fed. of Women Teachers' Assns. of Ont., and Ont. Public School Men Teachers' Fed. (Ind.)	405

Collective Bargaining Agreements Covering 200 or More Ontario  
Employees Expiring in August 1982

Employer and Location	Union	No. of Empls
East York, Etobicoke and Scarborough Borough Boards of Education	Ont. Secondary School Teachers' Fed. (Ind.)	3,638
E.B. Eddy Forest Products Ltd. (Woods Operations), Espanola	Carpenters (AFL-CIO)	230
Essex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500
Essex County Board of Education	Ont. Secondary School Teachers Fed. 55 and Assn. des Enseignants Franco Ontariens (Ind.)	550
Etobicoke Borough Board of Education	Fed. of Women Teachers' Assns. of 1,08 Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,080
Falconbridge Nickel Mines	Mine, Mill and Smelter Woerkers (Ind.) (mine empls.)	2,380
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	240
General Bakeries (G.B. Wonder Div.) Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	210
Government of Canada (Treasury Board), province-wide	Public Service Alliance (CLC) (library science group)	390
Great Lakes Forest Products Ltd., Dryden Operations	Cdn. Paperworkers (CLC)	920
Great Lakes Forest Products Ltd., Thunder Bay	Carpenters (AFL-CIO) (lumber and sawmill workers)	1,300
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	310
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,320
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,160
Halton County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of 1,30 Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,300



Collective Bargaining Agreements Covering 200 or More Ontario  
Employees Expiring in August 1982

Employer and Location	Union	No. of Empls.
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,100
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100
Harding Carpets Ltd., Brantford	Textile and Chemical Union (CCU)	236
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	615
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500
Lawneer Co. Canada Ltd., Toronto	Structural Iron Workers (AFL-CIO)	225
Levent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	565
Levent County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	500
Limberly-Clark of Canada Ltd. (Woods Operations), Thunder Bay	Carpenters (AFL-CIO)	862
Kingston Spinners Ltd., Kingston	Clothing and Textile Workers (AFL-CIO/CLC)	280
Lakehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	610
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	355
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	240
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	930
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745

Collective Bargaining Agreements Covering 200 or More Ontario  
Employees Expiring in August 1982

Employer and Location	Union	No. Emp.
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,11
Mack Canada Inc., Oakville	Machinists (AFL-CIO/CLC)	29
McMaster University, Hamilton	Cdn. Educational Workers (Ind.) (part-time empls.)	1,30
Muskoka Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	24
N & D Supermarket Ltd., Windsor	Employees' Assn. (Ind.)	23
Nipissing Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	26
Nipissing Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens	39
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	45
Norfolk County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	29
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	22
North York City Board of Education	Fed. of Women Teachers' Assns. of 2,10 Ont. Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	
North York City Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,38
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Employees (OPSEU) (NUPGE) (CLC) (academic staff, librarians and counsellors)	7,00
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (support staff empls.)	4,29

Collective Bargaining Agreements Covering 200 or More Ontario  
Employees Expiring in August 1982

Employer and Location	Union	No. of Empls.
awa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens	1,000
awa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,600
ord County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500
Scott-Russell County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	307
Scott-Russell County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	350
vincial Schools Authority, Province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	625
ew County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	430
ew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	300
well International of Canada Ltd. (Plastics Div.), Gananoque	United Steelworkers (AFL-CIO/CLC)	241
erson Polytechnical Institute Board of Governors, Toronto	Graduate Assistants' Assn. (Ind.) (part-time and sessional instructors)	233
St Ste Marie Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	410
St Ste Marie Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	365
borough Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,385
ce Falls Power and Paper Co., Kuskasing	Carpenters (AFL-CIO) (lumber and sawmill workers, woods empls.)	700

Collective Bargaining Agreements Covering 200 or More Ontario  
Employees Expiring in August 1982

Employer and Location	Union	No. Emp1
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	59
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des. Enseignants Franco-Ontariens (Ind.)	86
Thunder Bay Grocery Stores	Food and Commercial Workers (AFL-CIO/CLC)	48
Timmins Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	21
Toronto City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,33
Toronto City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,20
Victoria County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	35
Wabasso Inc., Welland	United Textile Workers (AFL-CIO/CLC)	42
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	62
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	56
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	42
Windsor City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	85
Harvey Woods Ltd. (Underwear Div.), Woodstock	Clothing and Textile Workers (AFL-CIO/CLC)	29
York Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	50



Collective Bargaining Agreements Covering 200 or More Ontario  
Employees Expiring in August 1982

Employer and Location	Union	No. of Empls.
York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	600
York Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	585
York University, Toronto	Staff Assn. (CCU) (secretarial, clerical and technical empls.)	915
York University, Toronto	Cdn. Union of Educational Workers (Unit 1, full-time graduate students)	500
York University, Toronto	Cdn. Union of Educational Workers (Unit 2, part-time graduate students and part-time faculty)	700



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TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
AND NEGOTIATIONS IN ONTARIO  
August 1982



Prepared jointly by Labour Canada and the Ontario  
Ministry of Labour





## Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in August 1982 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in August 1982. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in September 1982.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

September 29, 1982



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## Highlights

Retail Trade Settlements. The 1982 major Ontario supermarket negotiations affected over 37,000 retail-store employees of five companies. The employees were covered by 26 agreements due for renewal between April 30 and November 1. The negotiations continued to be conducted on an individual company basis, with the United Food and Commercial Workers (UFCW) and three other unions, representing the employees in different parts of the province, cooperating closely in an attempt to arrive at an industry-wide settlement pattern. Over the past few years, heavy competition between supermarket chains caused their operating costs to grow faster than the recession-depressed sales and profits. It made the current negotiations much more difficult than in recent bargaining rounds. To reduce the overhead costs, the companies resorted to a number of austerity measures including lower inventory levels, better utilization of floor space, conversion of the conventional retail outlets into warehouse or no-frill stores and introduction of checkout scanners, all of which contributed to staff reductions. Bearing those developments in mind, the unions set stronger job guarantees and a reduced work week as their key bargaining goals. During the course of negotiations, the most contentious issue centered around the ratio of full-time to part-time employees and the latter group's benefit entitlements.

The first company to reach a new contract with most of its unionized employees was Loblaw's Ltd., Ontario Division, which bargained jointly with Westfair Foods Ltd. (a company operating former Loblaw's stores in Thunder Bay). The two-year pact was concluded in conciliation in mid-August and affected a total of 6,650 members of the UFCW Local 1000A covered by two agreements that expired on April 30, 1982. A cost-of-living escalator contained in these agreements generated a 30-cent adjustment over the past two years. Under the new terms, the COLA payment was folded into the hourly rates on May 3 and the COLA provision was suspended for the next two years. In addition, the contract provided two yearly wage increases of \$1.05 per hour for full-time employees and 75 cents per hour for part-timers. The estimated value of the wage increases amounted to about 19 per cent over the new term. Among other negotiated items were changes in work practices, improved job security and wage and benefit parity at all Loblaw's supermarket and specialty store outlets.

The Loblaw's master settlement set the tone for the concurrent negotiations involving the remainder of the company's store employees and an additional 30,000 retail employees at the other four major grocery chains. Over the next two months, settlements matching, or slightly exceeding, the new pattern were reached either at the post-conciliation or mediation stage in most of the situations. The resultant 15 contracts covered 1,625 UFCW members at Loblaw's stores in Central and Southern Ontario, 6,000 UFCW members at 100 A&P stores, 5,000 UFCW members at Steinberg Inc., as well as all but two major units of Dominion Stores employees represented by the Retail Wholesale Employees Union (RWDSU), the United Steelworkers or the UFCW.

All of the new Dominion Stores' agreements, including the Ontario master pact covering 10,000 RWDSU members, provided monetary packages ident-



ical to that at Loblaws, but maintained the present quarterly COLA payments of \$91 for full-time workers. The contracts also included improved policies governing layoff due to technological advances.

The province-wide agreement between the UFCW and the Great Atlantic and Pacific Company (A&P) called for general wage increases of 10 and 9.5 per cent in each of the succeeding years respectively, with the existing COLA payments increased from \$91 to \$125 per quarter during the second year ending June 14, 1984.

The Steinberg's settlement, covering retail employees at 74 Miracle Food Mart stores across Southern Ontario, included a three-stage general increase of 19.5 per cent, with the initial 8 per cent effective June 23, 1982 (two days after the previous master contract expired) and a further 7 and 4.5 per cent paid next June and November, respectively. Also during the second contract year, the quarterly economic adjustments of \$91 for full-time employees will be increased to \$150. At the same time, the part-time employees will be provided with a new COLA adjustment of 10 cents per hour worked. Furthermore, the employer agreed to provide job security for all current full-time employees in return for greater flexibility in part-time work scheduling, with the ratio set at 54 per cent full-time hours to 46 per cent part-time hours.

Similar concessions on part-time work scheduling and guarantees were later obtained by Steinberg Inc. from the UFCW Local 175, representing about 500 employees at the company's Miracle Mart department stores in Toronto and other Ontario centres. The mediated settlement, reached in mid-October, provided the 300 full-time employees with four general wage increases of \$5 per week, implemented in semi-annual stages over a two-year period ending July 31, 1984. The part-time workers received prorated increases based on a 38-hour work week, with starting rates for new hires reduced from the present \$4.41 to \$4 per hour. The value of the wage increases was estimated at about 4 per cent in each of the contract years. The new terms also included increased contributions to health and welfare benefit funds.

At the end of October, major contract negotiations continued at Canada Safeway (1,125 UFCW members in Southwestern Ontario), Dominion Stores (1,200 RWDSU members in Northern Ontario) and Steinberg Inc. (1,235 UFCW members at Ottawa-Hull grocery stores and 300 members of the Teamsters Union in Toronto warehouses).

In other developments, the Ontario Liquor Boards Employees' Union, negotiating on behalf of 5,000 liquor stores employees of the LCBO and LLBO, reached a province-wide agreement which replaced the previous one expired on June 30, 1982. The one-year pact was settled in mediation and provided the regular full-time staff with salary increases of 9 per cent plus \$500 per year. In addition, a separate clothing allowance was increased from \$200 to \$275 and was added to their new rates of pay. The part-time and temporary staff received the same 9 per cent increase plus 25 cents per hour. Next January, hourly rates of temporary employees are to be further increased by 50 cents in lieu of a 50-cent premium paid previously only when they worked as cashiers. The agreement also called for a number of improvements in other benefits, including higher call-back and acting payments, expanded dental

plan coverage, increased meal and office space allowances, as well as two new clauses dealing with insured benefits. The first one called for 17 weeks of coverage by the benefit package during a regular employee's maternity leave, while the second introduced a 4 per cent payment for non-regular staff in lieu of the insured benefits.

Hospital Staff Settlements. A contract dispute involving about 10,000 non-medical employees, represented by six locals of the Service Employees International Union (SEIU) at 46 Central Ontario hospitals was resolved through binding arbitration. The full-time and part-time employees were covered by agreements last renewed in mid-1981 for a 14-month term ending May 31, 1982. That arbitrated settlement provided an average annual wage increase of about 23 per cent and was designed to give support staff at the SEIU-represented hospitals wage/benefit parity with their counterparts in hospitals organized by the Canadian Union of Public Employees (CUPE). The SEIU leaders considered the award insufficient to make-up for deficiencies in contracts awarded or settled over the last five years. Consequently, they entered the 1982 negotiations looking for a substantial wage increase, a reduced work week and improvements in health, welfare and other benefits. During the course of bargaining and the ensuing conciliation meetings, the union lowered its wage demand to 14 per cent from the originally proposed 23 per cent increase over one year, but was not prepared to accept an increase of 10 per cent split in two stages offered by the hospitals. As a result, in late May the dispute was submitted to compulsory arbitration. However, in an effort to reduce the number of matters to be arbitrated, the parties agreed and succeeded to resolve several questions through mediation/arbitration in advance of the formal hearings.

The arbitration decision dealt with the remaining issues and provided a general wage increase of 11 per cent effective on June 1, 1982. It also granted a special adjustment of 15 cents per hour for registered nursing assistants. Furthermore, the award included an increase in shift premiums to 35 cents per hour and prohibited contracting out of work until August 1984, if it would result in the layoff of any bargaining unit employees other than casual part-time workers. Among matters denied by the arbitrator was the union claim for wage parity between the hospitals involved. In this respect the award stated that the overall wage disparities were minimal, except for Sensenbrenner Hospital where additional adjustments were warranted. Also, the arbitrator noted that had he made the award earlier in the year, he would consider a wage increase of 12.5 per cent appropriate in the context of a number of public sector settlements signed with such increases last spring. But economic conditions since have deteriorated and the 11 per cent closer reflected average increases in current settlements. The awarded pay raise brought the hourly base rate in the SEIU-organized hospitals to \$8.26, an increase of 82 cents.

The SEIU award represented the second major settlement in the 1982 round of Ontario regional or province-wide hospital negotiations. The contract talks involved a total of about 70,000 support workers, nurses, paramedics and internes and residents under contracts scheduled for renewal this year. The first group to reach a joint settlement included about 1,100 non-medical employees at five Windsor hospitals represented by Local 210 of the SEIU. The new settlement, aimed at the renewal of five separate agreements

expiring March 31, 1982, was reached in direct bargaining. The two-year settlement provided a two-stage wage increase of 90 cents per hour during the first year, with the first installment of 65 cents paid retroactively to April 1. A further increase of 75 cents, or an average of about 8.5 per cent, was to be implemented a year later. In addition, there were special wage adjustments designed to upgrade wage scales at two of the hospitals. The first-year increase, equivalent to about 12.5 per cent, raised the hourly base rate to \$8.18 as of October 1, 1982. Other improvements, mainly intended to standardize working conditions and benefits at the various hospitals involved, related to increases in shift premiums and clothing allowances, improvements in insured benefits and contract language changes. [see pp. 265-266 of the May 1982 issue of this report for more details].

The other five sets of centralized hospital negotiations were still in progress when the provincial wage restraint program (Bill 179) was announced on September 20. Subsequently, the Ontario Council of Hospital Unions, acting on behalf of CUPE locals at 73 hospitals across the province, tentatively suspended the contract talks until November 15, when the new law is expected to be passed by the Legislature. The joint CUPE talks affect 18,000 support staff under contracts due for renewal on September 28. Another group with contracts expiring two days later, is the Ontario Nurses Association and its 32,000 members at 153 hospitals. About 140 of those hospitals, negotiating jointly through the Ontario Hospital Association, were about to begin arbitration proceedings just before the new bill was introduced. The agreements covering the remaining three groups of hospital employees (3,000 paramedics, 2,500 internes and residents and 250 stationary engineers) are scheduled to expire at the end of December.

Retirement and Nursing Homes Settlements. A master settlement covering support staff at retirement homes operated by Central Park Lodges of Canada was concluded in direct negotiations in early August. The 359 employees, including housekeeping, nursing, food service and maintenance workers, were represented by various locals of the Service Employees International Union (SEIU) at the company's 10 retirement homes in Toronto and four other Southcentral Ontario centres. The union included in its bargaining proposals significant wage increases and improvements in vacations, uniform allowances and insured benefits. In general, the union continued to seek for their members wage and benefit parity with hospital workers performing similar jobs.

The centrally negotiated settlement formed a basis for renewal of five separate contracts that expired on May 31, 1982. It provided a general wage increase of 90 cents per hour paid in two stages, with the initial 40 cents being retroactive to July 1. The pay increases, equivalent to an average 12.5 per cent over one year, brought the maximum rate for a domestic worker to \$7.80 per hour in November 1982. Other contract changes included better life insurance coverage and increased employer contributions to vision and drug plan costs. The improvements applied to all full-time employees and resulted in an increase in payments in lieu of fringe benefits for part-time workers.

The Central Park Lodges pact represented the first accord in a series of major negotiations on retirement and nursing home contracts which were scheduled for renewal between March and December 1982. The remaining



six individual or joint bargaining situations, affecting a total of over 2,500 support staff at privately-owned or city-operated homes, were in progress at the end of September. The largest of the outstanding sets of negotiations involves 620 members of SEIU Local 220 at 11 nursing homes in South-western Ontario. The group is covered by 14 agreements that expired at the end of March.

In the meantime, settlements were reached in five nursing and retirement home disputes dating back to 1981. The new agreements were of a two-year duration and will open up for renewal next spring. Among them were several SEIU agreements covering 2,300 support staff at 33 Ontario nursing homes operated by Extendicare and 7 other companies. The contracts, running through March 31, 1983, resulted from an arbitration decision handed down at the end of June. The award included a general wage increase of \$2.15 per hour, or about 37 per cent over two years. The increases were implemented in six-month intervals, with the first of three 50-cent raises retroactive to April 1981. The final 65 cents will be added on October 1, 1982. At that time, the maximum rate for a housekeeping aide will reach \$7.90 per hour. The binding decision also introduced a number of contract improvements standardizing benefits and working conditions at the 33 nursing homes and stipulated that existing superior provisions are to be maintained. The revised benefit package included increased shift premiums, liberalized vacation scheduling and a better health and welfare program. The present payment in lieu of fringe benefits for part-time employees was increased to 50 cents effective April 1, 1982. The award brought wages of the 2,300 nursing home employees close to parity with those of their counterparts in hospitals. [For more details see pp. 353-354 of the June 1982 issue of this report].





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Employer and Location	Union	Page
Abitibi-Price Inc. (Iroquois Falls, Sault Ste. Marie, Thunder Bay, Lakehead Woodlands and Smooth Rock Falls Divs. in Ont., Beapre Div. in Que. and Pine Falls Div. in Manitoba) and Abitibi-Price Fine Papers (Port Arthur Div.)	Office and Professional Employees (AFL-CIO/CLC)	475
Architectural Glass and Metal Contractors Assn., province-wide	Painters (AFL-CIO/CFL) (glaziers-commercial, industrial and institutional construction)	510
Atomic Energy of Canada Ltd., Research Co., Chalk River	Canadian Labour Congress (CLC)	507
Benson & Hedges (Canada) Inc., Brampton	Bakery and Tobacco Workers (AFL-CIO/CLC)	471
British Columbia Cascade Canada Ltd., Fort Frances and Kenora	Machinists (AFL-CIO/CLC), Electrical Workers (IBEW) (AFL-CIO/CFL) Cdn. Paperworkers (CLC) and Office and Professional Employees (AFL-CIO/CLC)	477
Canada Packers Poultry, Div. of Canada Packers Inc., Walkerton	Food and Commercial Workers (AFL-CIO/CLC)	471
Canadian National Railways, system-wide	United Transportation Union (AFL-CIO/CLC) (conductors, trainmen, yardmen and other empls.)	487
Canadian Pacific Air Lines Ltd., system-wide	Machinists (AFL-CIO/CLC)	486
Canadian Pacific Ltd., system-wide	Rail Canada Traffic Controllers (CCU)	487
Canadian Pacific Ltd., system-wide	United Transportation Union (AFL-CIO/CLC) (conductors, baggagemen, brakemen, car retarder operators, yardmen and switchtenders)	489
Canadian Woodwork Manufacturers Assn., Toronto	Carpenters (AFL-CIO)	474
Central Park Lodges of Canada (Retirement Homes), Hamilton, London, Ottawa, Toronto and Windsor	Service Employees Intl. (AFL-CIO/CLC)	497

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Courtaulds (Canada) Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	472
Daymond Ltd., Aluminum Div. Plant, Chatham	Auto Workers (AFL-CIO/CLC)	508
Fabricated Steel Products (Windsor) Ltd., Windsor	Auto Workers (AFL-CIO/CLC)	481
Harding Carpets Ltd., Brantford	Cdn. Textile and Chemical Union (CCU)	473
Hastings-Prince Edward County Roman Catholic Separate School Board	Ontario English Catholic Teachers' Assn. (Ind.)	505
Kawneer Co. Canada Ltd., Toronto	Structural Iron Workers (AFL-CIO)	480
Kingsway Transports Ltd. and Kingsway Dalewood Ltd., province-wide	Teamsters (Ind.)	504
Lambton County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	506
Liquor Control Board of Ontario and Liquor Licence Board of Ontario	Ont. Liquor Board Employees (NUPGE) (CLC)	492
Loblaws Ltd., various centres and Westfair Foods Ltd., Thunder Bay	Food and Commercial Workers (AFL-CIO/CLC) (full and part-time empls.)	490
N & D Supermarket Ltd., Windsor	Employees' Assn. (Ind.)	491
O.B. Canada Inc., Niagara Falls	Teamsters (Ind.)	483
Ontario Paper Co. Ltd., Thorold	Cdn. Paperworkers (CLC) and Longshoremen (AFL-CIO/CLC) (mill empls.)	479
Ontario Precast Concrete Manufacturers Assn.	Labourers (AFL-CIO) (erectors and finishers of precast concrete products)	497
Operating Engineers Employer Agency (Crane and Equipment Rental; Steel Erection or Mechanical Installations; Foundation, Piling and Caisson Boring; Excavating; Building and Construction Work and Survey Work), province-wide	Intl. Operating Engineers (AFL-CIO/CFL) (commercial, industrial and institutional construction)	500

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Employer and Location	Union	Page
Ottawa Construction Assn.	Carpenters (AFL-CIO)	508
Rockwell International of Canada Ltd., Plastics Div., Gananoque	United Steelworkers (AFL-CIO/CLC)	485
Scarborough Borough Public Utilities Commission (Hydro Div., Water Works Div. and Garage Div.)	Utility Workers of Canada (Ind.)	489
J.M. Schneider Inc., Kitchener	Employees' Assn. (Ind.) (plant empls.)	470
Stormont, Dundas and Glenqarry County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.) and Assn. des Enseignants Franco-Ontariens (Ind.)	509
Sunnybrook Hospital and 45 other Ontario hospitals	Service Employees Intl. (AFL-CIO/CLC)	495
Toronto and Vicinity Ready Mix Companies	Teamsters (Ind.)	482
Toronto Cloak Manufacturers' Assn.	Ladies' Garment Workers (AFL-CIO/CLC)	474
University of Guelph	Staff Assn. (Ind.) (office, clerical, laboratory and technical empls.)	493
Westclox Canada Ltd., Peterborough	Electrical Workers (IUE) (AFL-CIO/CLC)	484
Windsor Heavy Construction Assn.	Teamsters (Ind.), Labourers (AFL-CIO) and International Operating Engineers (AFL-CIO/CFL)	499
York University, Toronto	CUPE (CLC) (maintenance, services and plant operations *empls.)	494
York University, Toronto	York University Staff Assn. (CCU) (secretarial, clerical and technical empls.)	495

FOOD AND BEVERAGE

J. M. Schneider Inc. at Kitchener - The Schneider Employees' Association (Ind.)  
(2,100 plant employees): A 24-month renewal agreement effective from August 1, 1982 to July 31, 1984, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Aug. 1/82	Aug. 1/83
	General Increases*	\$1.25	\$1.25
	Labourer (Bracket 0)	\$10.75 (\$9.50)	\$12.00
	Journeyman (certified level) (Bracket 38)	\$13.79 (\$12.54)	\$15.04

\*No increase for casual or student employees. Rate remains at \$9.35 except for casual employees working in Poultry Department - rate has been reduced to \$8.50 (\$9.35).

Start Rates - Rate of pay during 13 weeks probationary period will equal base rate, \$10.75, less 5%. (Previously, new employees started at 15¢ below the rate of the job for which they were hired, provided they were qualified.)

Adjustment - Poultry Employees - 50¢ each year of the agreement in addition to the general increases.

Hours of Work: 40 per week (unchanged).

Paid Holidays: Effective August 1, 1983, 1 personal floating holiday added for a total of 12 days.

Paid Vacation: Effective May 1, 1982, 5 weeks after 18 (19) years' service. Also, 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 11 years, 6 weeks after 25 years and 7 weeks after 35 years (unchanged). Effective May 1, 1983, 4 weeks after 10 years.

Bereavement Leave: 1 day if employee unable to attend the funeral due to distance (new).

Health and Welfare: Life Insurance - \$12,000 (\$8,000) coverage. Effective August 1, 1983, \$15,000.

Weekly Indemnity - Benefits of 66 2/3% of regular pay to maximum of \$275 (\$235). Effective August 1, 1983, \$315. Payable on a 1-1-4-15 basis. Employer pays 50% of premium cost (unchanged).

Income Continuance - 60% of employee's basic wage to maximum of \$270 (\$235) per week. Effective August 1, 1983, \$305.

Hearing Aid - Provides up to \$500 (\$350) coverage every 10 years.

Dental Plan - Payments are based on the 1982 (1981) Ontario Dental Association fee schedule. Effective August 1, 1983, the 1983 ODA fee schedule.

Pension Plan: Non-Contributory Supplement - \$8.50 (\$7.50) per month per year of service up to 30 years. Effective August 1, 1983, \$9.50.

Contributory Supplement - \$2.30 (\$1.50) per month per year of service.

ashroom Breaks: Two-8 (6) minute periods per 8-hour shift in addition to two-10 minute rest periods.

ool Allowance: Garage Mechanics - \$135 (\$120) per year. Effective August 1, 1983, \$150.

vertime and  
senteem: Considered a day of absenteeism if an employee accepts overtime work for Saturday or Sunday but fails to report.

Canada Packers Poultry, Division of Canada Packers Inc. at Walkerton - Local 1105-P,  
Food and Commercial Workers (AFL-CIO/CLC): A 20-month renewal agreement effective from August 7, 1982 to March 31, 1984, with wages retroactive to April 1, 1982, covering 325 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

ges:	Effective	<u>Apr. 7/82</u>	<u>Apr. 1/83</u>
	General Increases	10%	9%
	Group A	\$8.31 (\$7.55)	\$9.06
	Maintenance Mechanic A	\$9.54 (\$8.67)	\$10.40

ght Premium: Effective April 1, 1983, 30¢ (25¢) per hour.

id Holidays: Effective April 1, 1983, 1 floating holiday to be taken during December, January or February or a mutually agreed upon time, to be replaced if any new holiday is legislated.

alth and  
lfare: Dental Plan - Effective September 1, 1982, payments are based on the 1982 (1980) Ontario Dental Association fee schedule.

Life Insurance - Effective September 1, 1982, \$12,000 (\$7,000) coverage. Effective April 1, 1983, \$15,000 coverage.

Weekly Indemnity - Benefits increase to \$174 (\$152) for Job Groups A and B and to \$186 (\$161) for Group C. Effective April 1, 1983, \$196 and \$211, respectively.

## BACCO PRODUCTS

son & Hedges (Canada) Inc. at Brampton - Local 325-T, Bakery and Tobacco Workers  
(AFL-CIO/CLC): A 36-month renewal agreement effective from April 12, 1982 to April 11, 1985, covering 255 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

ges:	Effective	<u>Apr. 12/82</u>	<u>Apr. 12/83</u>	<u>Apr. 12/84</u>
	General Increases	13%	10%	10%



	<u>Apr. 12/82</u>	<u>Apr. 12/83</u>	<u>Apr. 12/84</u>
COLA Fold-in	4¢		
Additional Adjustments	Some reclassifications		
General Help - Light	\$9.87 (\$8.69)	\$10.86	\$11.95
General Help - Heavy	\$10.89 (\$9.60)	\$11.98	\$13.18
Machinist	\$15.79 (\$13.32)	\$17.37	\$19.11

Cost of Living Allowance: Effective in the third year, 1¢ per 0.35 point rise in the Consumer Price Index - 1971=100, using March, 1984 as the base index month (unchanged). Triggers at 10% (9.5%). Calculated monthly if trigger is met. Adjusted weekly.

Shift Premium: 0-35¢-50¢ (0-30¢-45¢).

Training Premium: 25¢ (10¢) per hour.

Overtime Pay: Time and one-half after 3 (4) hours worked on Saturday.

Paid Vacation: Effective April 12, 1984, 6 weeks (new) after 25 years' service.

Health and Welfare: Life Insurance - \$22,500 (\$20,000) coverage.

Life Insurance for Retirees - \$3,500 (\$3,000) coverage.  
Effective April 12, 1983, \$4,000.

A.D. & D. - \$12,000 (\$10,000) coverage. Effective April 12, 1983, \$14,000.

Weekly Indemnity - Maximum benefit increases to \$430 (\$380) per week. Effective in the second and third years, maximum \$475 and \$525 respectively.

Long Term Disability - Maximum benefit is \$1,610 (\$1,500) per month. Effective in the second and third years \$1,770 and \$1,945 respectively.

Pension Plan: Benefit is based on earnings during the best 60 of 120 months before retirement (previously best 5 of 10 years).

#### TEXTILE

Courtaulds (Canada) Inc. at Cornwall - Local 779, Clothing and Textile Workers - (AFL-CIO/CLC) (500 employees): A 12-month renewal agreement effective from May 1, 1982 to April 30, 1983, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages: Effective May 1/82  
General Increase 65¢

	<u>May 1/82</u>
Yard Labourer	\$7.88 (\$7.23)
Utility Operator (days)	\$7.96 (\$7.31)
Electrician (days)	\$9.80 (\$9.15)
Hours of Work:	40 per week (unchanged)
Paid Holidays:	11 days (unchanged).
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 7 years, 4 weeks after 13 years and 5 weeks after 23 years (unchanged).
Health and Welfare:	<u>Life Insurance</u> - \$10,000 (\$9,000) coverage for employees with more than 3 years' service.
Pension Plan:	Unit benefit rate increases to \$5.75 (\$5.25).

Harding Carpets Limited at Brantford - Local 501, Canadian Textile and Chemical Union (CCU): A 24-month renewal agreement effective from August 2, 1982 to August 1, 1984, covering 200 employees\*, settled with mediation assistance. Duration of negotiations - 3 months.

\*Includes 42 employees, currently on lay-off status.

Wages:	Effective	<u>Aug. 2/82</u>	<u>Aug. 2/83</u>
	General Increases	68¢	70¢
	Skilled Trades Adjustments	20¢ per hour for Trades I, II and III; 10¢ per hour for Trades IV	10¢ per hour for Trades III
	Additional Adjustments	26¢ for Burler and Mender; 20¢ for Tractor Trailer Driver and appren- tices; 6¢ for Sample Assembler and Sewing Machine Operator; Saw in Operator classi- fication added	
	Labour Group I (includes Sample Assembler)	\$6.99 (\$6.25)	\$7.69
	Electrician, Electronics - qualified I	\$10.21 (\$9.33)	\$10.91
Gift Premium:	0-25¢-25¢ (0-23¢-23¢).		

Health and Welfare: Weekly Indemnity - Effective September 1, 1982, benefit increases to 60% (55%) of weekly earnings up to the UIC maximum (previously \$175). Payable on a 1-1-4-26 (1-1-5-26) basis.

# CLOTHING

Toronto Cloak Manufacturers' Association - Locals 14, 83, 92 and 94, Ladies' Garment Workers (AFL-CIO/CLC) (800 employees): A 24-month renewal agreement effective from July 1, 1982 to June 30, 1984, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 1/82</u>	<u>July 1/83</u>
	General Increases	11%	8%
	General Hand ("A" and "B" Firms)	\$5.49 (\$4.95)	\$5.93
	Skilled Cutter ("B" Firms)	\$8.19 (\$7.38)	\$8.85
	Skilled Cutter ("A" Firms)	\$10.29 (\$9.27)	\$11.11

Hours of Work: 35 per week (unchanged).

Paid Holidays: 8 days (unchanged).

Paid Vacation: 2 weeks after 1 year's service and 3 weeks after 2 years (unchanged).

Health and Welfare: Provincial Medicare - \$54 (\$40) per month paid to employee.  
Sick Benefits - \$65 (\$55) per week. Effective July 1, 1983, \$70.  
Vision Care - \$5 added in both years for eye glasses (previously undefined).

Pension Plan: Retirement Fund - Benefit of \$100 (\$90) per month. Effective July 1, 1983, \$105.

# FURNITURE AND FIXTURE

Canadian Woodwork Manufacturers Association at Toronto - Local 2679, Carpenters (AFL-CIO): A 20-month renewal agreement effective from August 4, 1982 to April 16, 1984, with wages retroactive to April 16, 1982, covering 380 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 16/82</u>	<u>July 16/82</u>	<u>Aug. 4/82</u>	<u>Aug. 16/83</u>
	Increases	30¢		20¢ for all rates except General Factory Labourer	20¢ for all rates except General Factory Labourer and Labourer

	<u>Apr. 16/82</u>	<u>July 16/82</u>	<u>Aug. 4/82</u>	<u>Aug. 16/83</u>
COLA Fold-in		25¢		
Additional Adjustments	General Factory Labourer clas- sification established			
General Factory Labourer	\$6.50	\$6.50	\$6.50	\$6.50
Labourer	\$9.30 (\$9.00)	\$9.55	\$9.75	\$9.75
Cabinet Maker, 1st Class	\$11.06 \$10.76	\$11.31	\$11.51	\$11.71

Previous rates reflect COLA fold-ins totalling \$1.69.

Cost of Living Allowance: 1¢ per 0.3 point rise in the Consumer Price Index - 1971=100. Adjusted quarterly beginning with the July 16, 1982 adjustment. Folded into base rates. (Basic formula is unchanged.)

Health and Welfare: Effective August 4, 1982, employer contributes 65¢ (55¢) per hour.

#### APER AND ALLIED

Abitibi-Price Inc. (Iroquois Falls, Sault Ste. Marie, Thunder Bay, Lakehead Woodlands and Smooth Rock Falls Divisions in Ontario, Beupre Division in Quebec and Pine Falls Division in Manitoba) and Abitibi-Price Fine Papers (Port Arthur Division) - Various Locals, Office and Professional Employees (AFL-CIO/CLC): Twelve 24-month renewal agreements effective from May 1, 1982 to April 30, 1984, covering 264 Ontario employees, settled at the bargaining stage. Duration of negotiations - 1 week.

<u>Wages:</u>	<u>Effective</u>	<u>May 1/82</u>	<u>May 1/83</u>
General Increases		12%	10%
Additional Adjustments		Some reclassi- fications due to implementation of revised Job Evaluation Plan	
<u>Monthly Rates</u>			
Class 1 (Grade 11) (includes Clerk- Typist), 7-day operation		\$1,671-\$1,751 (\$1,492-\$1,563)	\$1,838-\$1,926
Talleyman Class 3 (C) 6-day operation		\$1,863-\$2,041 (\$1,663-\$1,822)	\$2,049-\$2,245

	<u>May 1/82</u>	<u>May 1/83</u>
Class 7 (Grade G) (includes Design Draftsman), 7-day operation	\$2,292-\$2,731 (\$2,046-\$2,438)	\$2,521-\$3,004

Probationary period is 4 months. Maximum rates are reached after three 6-month and 3 annual increases, based on satisfactory performance.

Shift Premium: 0-30¢-40¢ (0-25¢-30¢).

Acting Pay: An employee, acting in a position more than 1 grade higher receives an adjustment of 7% (unchanged) or the minimum rate for the job to which he has been transferred, whichever is greater (new).

Promotion Pay: Employee receives the new rate when assigned to the position (previously on the 1st or 15th of the month coincident to or next following the date of promotion).

A successful applicant for a position lower than their present position maintains their salary at the same step in the new class or at standard of the new class whichever is lower. Previous experience and training to be recognized.

Call-In Pay: Minimum 4 hours' pay at straight time (unchanged) or time and one-half for the hours worked, whichever is greater (new for all locals except Lakehead Woodlands Scalers and Iroquois Falls Scalers).

Bereavement Leave: 5 (3) consecutive scheduled working days' paid leave at straight time in the event of the death of spouse, child, adopted child or stepchild. Grandchild is added to the provision for up to 3 consecutive scheduled working days' paid leave at straight time.

Health and Welfare: Life Insurance - Effective September 1, 1982, coverage increases to 2 1/2 times annual salary up to a maximum of \$60,000. Employer pays 100% of premium costs. (Previously, contributory plan provided a benefit of \$25,000 at a monthly cost of 30¢ per \$1,000 coverage.)

OHIP - Employer pays current premium costs in effect to April 30, 1984 (1982) as established by the provincial governments.

Extended Health Care - Employer pays prevailing premium costs up to the rates in effect to April 30, 1984 (1982). Acupuncture treatment is recognized up to 30 visits per year for not more than \$7 per visit (new).

Long Term Disability - Effective September 1, 1982, maximum benefit increases to \$1,500 (\$1,300) per month.

Dental Plan - Effective September 1, 1982, payments are based on the 1981 (1979) provincial Dental Association fee schedule. Employer pays \$5.75 (\$5.32) per month per single employee and \$20.76 (\$19.13) per month per employee with dependants. Employee pays 60¢ (11¢) single and \$2.10 (41¢) with dependants, per month. Effective May 1, 1983, the 1982 Dental Association fee



schedules. Employee pays \$1.10 single and \$3.85 with dependants, per month. No change in employers' share.

Pension Plan:

Benefit Formula - Final average earnings plan to be based on best 5 years of employee's earnings. (Previously, career average.)

Contributions - Employee contributes 5% of earnings less CPP/QPP contributions to final average earnings plan. Employer contributes the balance. (Previously, varied.)

Basic Benefit - Effective upon signing renewal agreement, 5% increase for all retirees on or after May 1, 1982. Effective May 2, 1983, a further 5% increase.

Early Retirement Bridging Supplement - \$16 (\$11) per month per year of credited service to a maximum of 30 years for employee age 62 with 20 years' service.

Medical Examination and Certificates (new)

Employer pays the standard fee charged by a physician for completion of a medical certificate, where required by the company and for examination fees charged by ophthalmologist.

Safety Footwear Allowance:

\$25 (\$5) annually.

Metric Tool Allowance:

Employer pays 50% of the cost of required metric tools (new).

Part-Time Employee:

Employer pays 100% of premium costs for all welfare benefits for an employee working 20 hours or more per week, provided employee works at least 1 day in each month. Employer pays 25%-75% of premium costs based on 36 1/4-108 hours worked per month for Life Insurance, Dental Plan, Supplementary Health and OHIP, for employees who work less than 20 hours per week (new).

Severance Pay:

1 week's pay (previously 2% of employee's total earnings) per year of employee's last full period of service without interruption due to lack of work.

A permanent employee with 1 year's continuous service, who is laid off for 6 months is entitled to severance pay provided employee forfeits the right to recall and is considered terminated (previously no time limit specified for layoff). Recall rights terminate after a 2 year layoff (new).

Boise Cascade Canada Ltd. at Fort Frances and Kenora - Locals 771 and 490 Machinists

(AFL-CIO/CLC), Locals 559 and 1744, Electrical Workers (IBEW) (AFL-CIO/CFL), Locals 238 and 306, Canadian Paperworkers (CLC) and Local 488, Office and Professional Employees (AFL-CIO/CLC): Six 24-month renewal agreements effective from May 1, 1982 to April 30, 1984, covering 740 employees and one 24-month renewal agreement effective from June 1, 1982 to May 31, 1984, covering 30 office employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective:		
	Mill Employees	<u>May 1/82</u>	<u>May 1/83</u>
	Office Employees	<u>June 1/82</u>	<u>June 1/83</u>

General Increases	12%	10%
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Skilled Trades  
Adjustment

20¢ per hour for  
Journeyman A,  
applied prior to  
general increase

Machinists - Fort Frances Paper Division

Mill Labourer	\$11.38 (\$10.16)	\$12.52
Instrument Mechanic A-1	\$14.93 (\$13.33)	\$16.42
Senior Mechanic Journeyman	\$15.46 (\$13.60)	\$17.00

Shift Premium: 0-30¢-40¢ (0-25¢-30¢). In lieu of retroactivity, employer pays \$30 for the period May 1, 1982 to September 1, 1982 for all tour employees.

Paid Vacation: 6 weeks after 25 (27) years' service.

Vacation Pay (Office Employees only): Employee receives 36 1/4 hours of pay if 2% vacation pay for any full vacation is less than 36 1/4 hours.

Jury Duty Pay: Employee retains allowances received for travel and living expenses. (New for all locals except local 559, IBEW). An employee discharged from jury duty by the court after midnight (6:00 p.m.) is excused from scheduled work on the day shift with pay.

Health and Welfare: Life Insurance and A.D. & D. (except Office Employees) - \$30,000 (\$15,000) coverage plus \$30,000 (\$15,000) optional coverage.

Semi-Private Hospitalization - Employer pays up to a maximum of \$1.50 (\$1.00) per month for single coverage and \$3.00 (\$2.00) per month for family coverage.

Dental Plan - Effective September 1, 1982, payments are based on the 1981 (1980) Ontario Dental Association fee schedule and lifetime maximum orthodontics coverage increases to \$1,000 (\$500). Effective May 1, 1983, the 1982 ODA fee schedule is implemented.

Pension Plan: Past Service Benefit - \$14 (\$13) per month per year of service prior to October 1, 1964. Effective May 1, 1983, \$15.

Early Retirement Bridging Supplement (new) - \$16 per month per year of service up to a maximum of 30 years payable from the effective date of the early retirement after age 62 for employees with 20 years' service, until statutory benefits are received.

Apprenticeship \$45 (\$40) per week.

Living Allowance:

Meal Allowance: Effective August 12, 1982, \$5.00 (\$4.25).

Safety Shoe Allowance: \$25 (\$10) per year.

Severance Pay (all locals except 488, Office Employees): 1 week's pay per year of continuous service (previously 2% of total earnings) for employee's last full period of service without interruption due to lack of work, resignation or discharge.

Ontario Paper Company Limited at Thorold - Local 84, Canadian Paperworkers (CLC) and Local 1477, Longshoremen (AFL-CIO/CLC) (675 mill employees): A 24-month renewal agreement effective from May 1, 1982 to April 30, 1984, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>May 1/82</u>	<u>May 1/83</u>
	Skilled Trades Adjustment	20¢ per hour for Tradesmen Class "A"	
	Additional Adjustments	23¢ per hour for Roll Grinder Operator; Some classification adjustments	
	General Increases	12%	10%
	Yard Labourer	\$11.38 (\$10.16)	\$12.52
	Cook	\$13.52 (\$12.07)	\$14.87
	Bricklayer	\$15.11 (\$13.29)	\$16.62

Probationary period is 30 days worked (new).

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-30¢-40¢ (0-25¢-30¢).

Call-In Pay: Dayworker receives time off with pay equivalent to 100% (50%) of hours worked on a call-in between midnight and 8:00 a.m. provided he/she works a minimum of 2 hours and is scheduled to work at 8:00 a.m. the following day and reports at the deferred starting time.

Paid Holidays: 7 statutory plus 5 floating days (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 4 years, 4 weeks after 10 years, 5 weeks after 22 years and 6 weeks after 27 years.

Supplementary Vacation (unchanged) - For employee with 25 years' service - 1 additional week at age 60, 2 at age 61, 3 at age 62, 4 at age 63 and 5 at age 64.

Bereavement Leave: Grandchild is added to the provision for 3 days' paid leave.

Health and Welfare: Dental Plan - Effective September 1, 1982, payments are based on the 1981 (1979) Ontario Dental Association fee schedule. Employee contribution is 60¢ per month single and \$2.10 per month family. Effective May 1, 1983, \$1.10 single and \$3.85 family, based on the 1982 ODA fee schedule.

Pension Plan: Early Retirement Bridging Supplement - \$16 (\$7) per month per year of credited service to a maximum of 30 years for employee age 62 with 20 years' service.

Safety Footwear Allowance: \$25 (\$5) per pair.

Technological Change: An employee with 1 year's seniority, set back to a lower paid job due to job elimination retains the rate of his previous job for 3 months and an adjusted rate midway between this rate and the rate for the new job for an additional 3 months. At the end of 6 months he receives the rate for the new job. (new).

#### METAL FABRICATING

Kawneer Company Canada Limited at Toronto - Local 835, Structural Iron Workers (AFL-CIO): A 24-month renewal agreement effective from August 16, 1982 to August 15, 1984, covering 225 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	Aug. 16/82	Aug. 16/83
General Increases		11%	8%
General Labourer		\$6.00 (\$5.40)	\$6.47
Maintenance Mechanic "A"		\$9.99-\$10.51 (\$8.99-\$9.47)	\$10.79-\$11.35

Probationary period is 30 working (calendar) days. Maximum rate for Maintenance Mechanic "A" is reached after four 3-month increases.

Health and Welfare: Life Insurance and A.D. & D. - \$12,000 (\$10,000) coverage.

Life Insurance for Retirees - \$2,500 (\$2,000) coverage.

Dental Plan (new) - Employer pays 100% of premium costs for a preventative plan with 75% co-insurance. Payments are based on the 1982 Ontario Dental Association fee schedule. Eligibility is 6 months' service.

Pension Plan: Effective September 1, 1982, \$10 (\$9) per month per year of service. Effective September 1, 1983, \$10.50.

Safety Shoe Allowance: Effective January 1, 1983, \$40 (\$35) per year.

Fabricated Steel Products (Windsor) Limited at Windsor - Local 195, Auto Workers (AFL-CIO/CLC): A 41-month renewal agreement effective from August 9, 1982 to December 31, 1985, covering 315 employees\*, settled at the bargaining stage. Duration of negotiations - 1 month. Previous agreement scheduled to expire December 31, 1982 was terminated early.

\*Includes 25 employees on lay-off.

Wages:	Effective	Aug. 1/82	Jan. 1/83
	COLA Fold-in	\$2.29	
	General Increase		10¢
	Press Operator	\$11.66 ((\$9.37))	\$11.76
	Industrial Truck Repair and Plant Mechanic "A"	\$12.70 ((\$10.41))	\$12.80
	Effective	Jan. 1/84	Jan. 1/85
	General Increases	10¢	15¢
	Press Operator	\$11.86	\$12.01
	Industrial Truck Repair and Plant Mechanic "A"	\$12.90	\$13.05

Start Rates - New employee receives 85% of classification wage rate for first 26 working weeks, 90% for the next 13 working weeks, and 100% thereafter. (Previously, 10¢ under the classification rate for 30 working days).

Cost of Living Allowance: \$2.29 of the \$2.34 COLA generated under the previous agreement is folded into wages on August 1, 1982, leaving a float of 5¢.

1¢ for each 0.3 change in the Consumer Price Index - 1971=100, using June, 1982 as the base index month. To be adjusted and payable quarterly. (Basic formula is unchanged.)

Reporting Pay: Minimum of 4 hours' pay (unchanged) or 2 (1) hours' pay when work is not available because of a labour dispute, fire, flood, power failure, or an act of God.

Paid Vacation: 4 weeks after 10 (12) years' service.

Bereavement Leave: 3 (1) days' paid leave to attend the funeral of a grandparent, grandchild, brother-in-law and sister-in-law.



Health and Welfare: Life Insurance and A.D. & D. - Effective January 1, 1983, \$16,000 (\$15,000) coverage. Effective January 1, 1984, \$17,000. Effective January 1, 1985, \$18,000.

Weekly Indemnity - Effective January 1, 1983, \$200 (\$190) per week, payable on a 1-1-4-52 basis. Effective January 1, 1984, \$210 per week. Effective January 1, 1985, \$220 per week. Benefit is extended an additional 52 weeks at \$120 (\$100) per week.

Extended Health Care (new) - Employer pays 100% of premium costs for a plan with a lifetime maximum benefit of \$10,000 per participant. Plan includes private hospitalization, prescription drugs with a 35¢ deductible, prescription and vision care to a maximum benefit of \$40 every 2-year period.

Continuation of Benefits - All benefits continue up to a maximum of 1 year's duration for employee who is receiving Workmen's Compensation (new). Life Insurance coverage continues for a period not to exceed 1 year for an employee on Weekly Indemnity benefits (new).

Pension Plan: Basic Benefit - Effective January 1, 1983, \$11 (\$10) per month per year of past and future service. Effective January 1, 1984, \$12. Effective January 1, 1985, \$13.

Union Representation: Plant Chairman - Maximum of 8 hours per day paid leave, regardless of population, to investigate and settle grievances. (Previously, up to 8 hours per day when total hourly population employed is more than 250, or 4 hours per day when population is less than 250 in the plant for a period lasting more than 5 working days.)

Committeeman - Maximum of 4 hours per day, regardless of population. (Previously, 4 hours per day or 2 hours if total population drops below 125 persons.)

Safety Shoe Allowance: Effective January 1, 1983, \$40 (\$30) annual maximum for every 500 hours worked.

Tool Allowance: Employer pays \$50 (\$35) for every 1,000 hours worked up to a maximum of \$400 (\$280) for 8,000 hours.

Severance Pay: If the company ceases operations, employer pays each employee \$150 (\$75) for each year of service providing that the employee has a minimum of 5 (3) years' seniority. This article applies only if 49 employees or less are affected by cessation of operations by the company (new).

#### NON-METALLIC MINERAL PRODUCTS

Toronto and Vicinity Ready Mix Companies - Local 230, Teamsters (Ind.): Seven 24-month renewals agreement effective from April 1, 1982 to March 31, 1984, covering 700 employees, settled during a work stoppage. Duration of negotiations - 5 month.

Wages:	Effective	Apr. 1/82	Aug. 1/82	Apr. 1/83
	General Increases	60¢	60¢	\$1.60

	<u>Apr. 1/82</u>	<u>Aug. 1/82</u>	<u>Apr. 1/83</u>		
Skilled Trades Adjustment	20¢ for Mechanic Class "A"				
Yardman	\$11.65 (\$11.05)	\$12.25	\$13.85		
Driver	\$11.75 (\$11.15)	\$12.35	\$13.95		
Batcher	\$11.85 (\$11.25)	\$12.45	\$14.05		
Night Shift Premium:	35¢ (20¢) per hour.				
Weekly Guarantee:	Minimum gross payment increases to \$200 (\$180) per week. Effective April 1, 1983, \$220 per week.				
Bereavement Leave:	Common-law spouse is added to the provision for 3 days' paid leave.				
Health and Welfare:	<u>Long Term Disability (new)</u> - Effective April 1, 1983, employer contributes 5¢ per hour worked. Benefit is \$600 per month to age 65, less any applicable statutory deductions.  <u>Major Medical</u> - Effective September 1, 1982, maximum claim for eyeglasses increases to \$100 (\$75) every 2-year period.  <u>Dental Plan</u> - Effective September 1, 1982, payments are based on the current (1980) Ontario Dental Association fee schedule.				
Pension Plan:	Effective January 1, 1983, employer contributes \$80 (\$70) per eligible employee per month. Effective January 1, 1984, \$90.				
<u>O.B. Canada Inc. at Niagara Falls - Local 1345, Teamsters (Ind.):</u> A 24-month renewal agreement effective from January 29, 1982 to January 28, 1984, covering 247 employees*, settled during a work stoppage. Duration of negotiations - 7 1/2 months.  *Includes 115 employees on lay-off status.					
Increases:	<u>Effective</u>	<u>Jan. 29/82</u>	<u>Aug. 4/82</u>	<u>Jan. 29/83</u>	<u>July 29/83</u>
General Increases		70¢	20¢	55¢	30¢
Skilled Trades Adjustment		10¢			
Kiln Helper 2nd		\$8.36 (\$7.66)	\$8.56	\$9.11	\$9.41
Machinist		\$9.89 (\$9.09)	\$10.09	\$10.64	\$10.94
Welding Mechanical Inspector (new)		\$10.47	\$10.67	\$11.22	\$11.52

Cost of Living  
Provision:

Inoperative, as previously.

Health and  
Welfare:

Life Insurance - Effective January 29, 1983, \$20,000 (\$16,000) coverage.

Life Insurance for Retirees - Effective January 29, 1983, \$5,000 (\$3,000) coverage.

A.D. & D. - Effective January 29, 1983, \$12,000 (\$8,000) coverage for accidental death, and \$8,000 (\$4,000) for accidental dismemberment.

Weekly Indemnity - Effective August 1, 1982, maximum benefit increases to \$210 (\$189) per week, payable on a 1-1-4-26 basis.

Dental Plan - Effective in 1983, payments are based on the 1982 (1981) Ontario Dental Association fee schedule.

Pension Plan:

Effective January 29, 1982, a non-contributory pension plan implemented, providing for a basic benefit of \$9 per month per year of credited service. Effective January 29, 1983, \$11 per month per year of credited service. (Previously, a contributory pension plan provided for a basic benefit of \$4.25 per month per year of credited service. Interest on contributory portion was 7%.)

Basic Benefit Increases for Existing Pensioners - \$1.50 increase per month per year of credited service to a maximum of \$4.25 per month per year of service for employee retired prior to January 29, 1982. Effective in the second year, 75¢ increase to a maximum of \$5.

Death Benefit (new) - Surviving spouse receives 50% of accrued pension until death, if employee who is over 60 years old with 15 years of credited service dies prior to retirement.

#### MISCELLANEOUS MANUFACTURING

Westclox Canada Limited at Peterborough - Local 570, Electrical Workers (IUE)  
(AFL-CIO/CLC): A 24-month renewal agreement effective from April 22, 1982 to April 22, 1984, covering 295 employees\*, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

\*Includes 140 employees currently participating in a federal government-sponsored work-sharing program scheduled to expire at the end of August.

Wages:

Effective	<u>Apr. 25/82</u>	<u>Apr. 1/83</u>
General Increase	0%	8.5%
Job Grade 1 (includes Assembler)	\$5.44-\$5.56 (\$5.44-\$5.56)	\$5.90-\$6.03
Toolmaker 1	\$10.95 (\$10.95)	\$11.88

Maximum rate for Assembler is reached upon completion of the 3-month probationary period.

**Paid Vacation:** Effective July 1, 1982, 6 weeks after 30 (33) years' service.  
Effective July 1, 1983, 5 weeks after 22 (24) years.

**Bereavement Leave:** Brother-in-law, sister-in-law and grandparent-in-law are added to the provision for 1 day's paid leave.

**Health and Welfare:** Life Insurance - Effective August 17, 1982, \$7,500 (\$6,000) coverage for employee without dependants and \$15,000 (\$12,000) for employee with dependants.

Sickness Benefit Plan - 66 2/3% of employee's straight-time hourly earnings (unchanged), payable on the first day for hospitalized physical disability and injury involving fractures or concussions and on the sixth (eighth) day for other physical disabilities for 20 to 40 weeks depending on length of service.

Dental Plan - Effective April 1, 1983, payments are based on the 1982 (1980) Ontario Dental Association fee schedule.

**Pension Plan:** Basic Benefit - Maximum \$15 (\$12) per month per year of future service.

**Safety Prescription Glasses:** Employer pays 100% of cost for the first pair (unchanged) plus 50% (new) for a replacement pair every 2-year period.

Rockwell International of Canada Limited, Plastics Division at Gananoque - Local 3209, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 1, 1982 to August 31, 1984, covering 241 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1 month.

<b>Wages:</b>	<u>Effective</u>	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
General Increases		25¢	35¢
COLA Fold-in		21¢*	
Group 3 (includes Quality Control Sorter)		\$8.25-\$8.45 (\$7.79-\$7.99)	\$8.60-\$8.80
Electrician		\$9.60-\$10.20 (\$9.14-\$9.74)	\$9.95-\$10.55

\* 11 cents of this is actually folded into wages on September 5, 1982.

Previous rates reflect \$1.59 COLA Fold-in.

Probationary period is 30 working days. Maximum rates are reached on merit.

**Cost of Living Allowance:** Provision inoperative during the life of the agreement, except for one quarterly payment in June, 1984. Calculation based on 1¢ for each 0.35 point increase in the Consumer Price Index - 1971=100, for the three month period ending in April, 1984. (Basic formula is unchanged. Guarantees of 33¢ per hour effective August 31, 1980, 48¢ effective August 31, 1981 and 58¢, August 31, 1982 rolled into wages on September 1 of each year.)

Health and  
Welfare:

Life Insurance for Retirees - \$3,000 (\$2,000) coverage.

Weekly Indemnity - Benefit is 60% of base earnings to a maximum of \$155 (\$145) per week.

Pension Plan:

Basic Benefit - \$11 (\$10) per month per year of service.

Supplementary Benefit - \$9.50 (\$8.50) per month per year of service.

# TRANSPORTATION

Canadian Pacific Air Lines Ltd., system-wide - Lodge 764, Machinists (AFL-CIO/CLC)  
(2,400 employees): A 24-month renewal agreement effective from May 31, 1982 to May 27, 1984, settled at the bargaining stage.  
Duration of negotiations - 6 months.

Wages:

	<u>Effective</u>	<u>May 31/82</u>	<u>May 30/83</u>
General Increases		11.75%	6%
Classification Adjustments		*	
<u>Monthly Rates</u>			
Maintenance Clerk 1	\$1,062.30-\$1,199.11 (\$950.60-\$1,073.03)	\$1,126.04-\$1,271.06	
Helper*	\$1,817.13 (\$1,577.07)	\$1,926.16	
Mechanic	\$2,174.50-\$2,514.32 (\$1,945.86-\$2,249.95)	\$2,304.97-\$2,665.18	
Aircraft Inspector	\$2,904.55 (\$2,599.15)	\$3,078.82	

\*Prior to the May 31, 1982 general increase, adjustments were made to several classifications including Helper, Senior Storeman, Sewing Machine Operator, Lead Drycleaner, Drycleaner, Mender, Laundry Workers and some Printing Department jobs.

Hours of Work:

37.5 per week (unchanged).

Longevity Pay:

10¢ (4¢) per hour bonus following completion of 10 (9) years of service, 15¢ following 15 years (new) and 20¢ following 20 years (new).

Paid Holidays:

11 days (unchanged).

Paid Vacation:

2 weeks after 1 year's service, 3 weeks after 5 continuous years with a minimum of 1250 cumulative working days of service, 4 weeks after 10 continuous years with a minimum of 2500 cumulative working days of service and 5 weeks after 15 continuous years with a minimum of 3750 cumulative working days of service (unchanged).



ereavement  
leave: Grandchildren are added to definition of immediate family and leave is extended to 3 (2) working days. Provision for 1 extra day if out-of-town travel is required to attend funeral, is deleted.

Health and  
Welfare: Dental Plan - Effective January 1, 1983, orthodontic coverage is added. Pay 50% of eligible expenses, maximum lifetime coverage of \$1,250.

Pension Plan: Supplemental Benefit Programme - Employer contributes 1% (1 1/2%) of each employee's earnings to the union administered fund used to supplement pension benefits.

Maternity Leave (new): Effective January 1, 1983, up to 7 days' unpaid leave for a birth or an adoption.

Video Display  
Terminals (new): Joint company/union committee to investigate and propose health and safety standards. Pregnant employees may elect to request a change with another employee in same classification, request leave of absence and apply for any available vacant position in the bargaining unit for which she is qualified, or request pre-natal extended leave of absence.

Canadian National Railways, system-wide - United Transportation Union (AFL-CIO/CLC)  
(7,610 conductors, trainmen, yardmen and other employees): Four 24-month renewal agreements effective from January 1, 1982 to December 31, 1983, settled at the conciliation board stage. Duration of negotiations - 11 months.

ages:	Effective	Jan. 1/82	Jan. 1/83
	General Increases	12%	9%
	<u>Daily Rates</u>		
	Yard Helper	\$94.16 (\$84.07)	\$102.63
	Car Retarder Operator	\$107.67 (\$96.13)	\$117.36

Previous rates include COLA fold-in of 81.3¢ per hour.

The terms of these renewal agreements concerning conditions are similar to those reported below for Canadian Pacific Limited and the Rail Canada Traffic Controllers.

NOTE: The second year of the Agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Canadian Pacific Limited, system-wide - Rail Canada Traffic Controllers\* (CCU) (820 employees): A 24-month first agreement effective from January 1, 1982 to December 31, 1983, settled at the conciliation officer stage. Duration of negotiations - 11 months.

\*In September 1981, the Railway Clerks were displaced by Rail Canada Traffic Controllers as the bargaining agent.

Wages:	Effective	Jan. 1/82	Jan. 1/83
	General Increases	12%	9%
	<u>Weekly Rates</u>		
	Dispatcher/Operator	\$510.50 (\$455.80)	\$556.45
	Dispatcher (Step 1-3)	\$560.57-\$624.42 (\$500.51-\$557.52)	\$611.02-\$680.62
	*Previous rates include a COLA fold-in of \$32.52 per week or 81.3¢ per hour and wage adjustments made January 1, 1981 to some classifications.		
Cost of Living Allowance:	1¢ for each 0.3 point increase in the Consumer Price Index - 1971=100, using the average index for 1982 as the base, triggered after an increase of 10% the first year and 17.7% in the second. COLA will be paid in a lump sum at the end of each year and total allowance generated will be folded in at the end of the agreement (same formula).		
Hours of Work:	8 per day (unchanged).		
Shift Premium:	Effective June 1, 1982, 0-25¢-30¢ (0-20¢-25¢).		
Paid Holidays:	11 days (unchanged).		
Paid Vacation:	5 weeks after 20 (21) years' service. Effective January 1, 1983, 4 weeks after 10 (11) years. Also, 2 weeks after 1 year and 3 weeks after 4 years (unchanged).		
Health and Welfare:	<u>Life Insurance</u> - Effective June 1, 1982, \$13,000 (\$10,000) coverage for active employees.  <u>Life Insurance for Retirees</u> - \$3,500 (\$3,368) coverage paid by Company if 10 years service and 60 years of age.  <u>Weekly Indemnity</u> - \$265 maximum (previously benefits under UIC). Effective January 1, 1983, \$300. A claimant in receipt of UIC benefits will have such benefits supplemented to equal his weekly indemnity.  <u>Dental Plan</u> - \$750 expense claim per employee and dependant per year. Annual deductible amount of \$35 per family (details to be negotiated).  <u>Major Medical</u> - Effective January 1, 1983, existing Drug Plan will be abolished. Extended Health Care Plan will be established, with 80% co-insurance and \$25 per family deductible which will include drugs.		
Pension Plan:	<u>Buy-Back</u> - Employee will be permitted to buy-back all of their remaining years of pensionable service (new).		

ileage Allowance: Effective August 1, 1982, 28¢ (24¢) per mile. Effective January 1, 1983, 31¢.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Canadian Pacific Limited, system-wide - United Transportation Union (AFL-CIO/CLC)  
(5,435 conductors, baggagemen, brakemen, car retarder operators/yardmen and switchenders): Two 24-month renewal agreements effective from January 1, 1982 to December 31, 1983, settled at the conciliation board stage. Duration of negotiations - 11 months.

Wages are similar to the Canadian National Railways reported on page 487 and benefits are similar to those reported for Canadian Pacific and the Rail Canada Traffic Controllers on pages 487-489.

NOTE: The second year of the Agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

#### ELECTRIC POWER, GAS AND WATER UTILITIES

Scarborough Borough Public Utilities Commission (Hydro Division, Water Works Division and Garage Division) - Local 1, Utility Workers of Canada\*  
(Ind.): A 24-month first agreement effective from April 1, 1982 to March 31, 1984, covering 244 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Previously, represented by Electrical Workers (IBEW) (AFL-CIO/CFL).

Wages:	Effective	Apr. 1/82	Oct. 1/82	Apr. 1/83
General Increases		12%	1.5%	Wage Reopener
Labourer		\$10.38 (\$9.27)	\$10.54	
Journeyman Lineman		\$14.66 (\$13.09)	\$14.88	

Previous rates reflect a 3% COLA fold-in.

Cost of Living Allowance: Effective in the second contract year, 1% for each full 1% change in the Consumer Price Index - 1971=100, using April as the base index month. Triggers at 1% above the wage increases for the second contract year. Adjusted every 2 months. (Previously, adjusted every month.)

Gift Premium: 0-30¢-33¢ (0-27¢-30¢).

Sid Vacation: Effective in 1983, 3 weeks after 3 (4) years' service.

Bereavement Leave: 5 (3) days' paid leave for the death of a spouse. Grandchild and grandparents-in-law are added to the provision for 1 day's paid leave.

Meal Allowance: \$5 (\$4.50). Effective April 1, 1983, \$5.50.

Safety Shoe Allowance: \$55 (\$50) per year for construction workers, including garage personnel and meter readers and \$40 (\$35) per year for stockkeeper. Effective in 1983, \$60 and \$45, respectively.

#### RETAIL TRADE

Loblaws Limited at various centres and Westfair Foods Limited at Thunder Bay - Local 1000A, Food and Commercial Workers (AFL-CIO/CLC) (6,650 full and part-time employees); Two 24-month renewal agreements effective from May 1, 1982 to April 30, 1984, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	May 3/82	May 2/83
	COLA Fold-in	30¢	
	<u>General Increases*</u>		
	Full-time	\$1.05	\$1.05
	Part-time	75¢	75¢
	<u>Maximum Hourly Rates</u> (Full-time)		
	Cashier, Service Clerk and Wrapper (18 months)	\$11.21 (\$9.86)	\$12.26
	Grocery-Produce Clerk (24 months)	\$11.79 (\$10.44)	\$12.84
	Meat Cutter (24 (30) months)	\$12.21 (\$10.86)	\$13.26
	<u>Maximum Hourly Rates</u>		
	Part-time Employee (36 months)	\$9.115 (\$8.065)	\$9.865
	<u>Inequity Adjustment</u> - Effective date of ratification, 20¢ per hour for Night Crew Chief.		

\*Amounts are prorated from 50% at the start of each classification for new employees hired after May 1, 1982.

Cost of Living Provision: Inactive. (Previous formula generated 30¢.)

Hours of Work (Full-time): 37 per week (unchanged).

Paid Holidays (Full-time): 10 days (unchanged).

**Paid Vacation:** 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 9 years, 5 weeks after 16 weeks, 6 weeks after 25 years and 7 weeks after 30 years (unchanged).

**(Full-time):**

**Vacation Pay** 4% of earnings in the previous year for employees with less than 5 years' service, 6% after 5 years and 8% after 10 years (unchanged).

**(Part-time):**

**Adoption Leave** The employer may grant leave without pay.

**(new):**

**Mileage Allowance:** 35¢ (26¢) per mile with a minimum re-imbursement of \$3.50 (\$3) in the event an employee is transferred to another store in mid-shift or required to use personal transportation for errands.

**V & D Supermarket Limited at Windsor - Employees' Association (Ind.):** Two 36-month renewal agreements effective from September 1, 1982 to August 31, 1985, covering 302 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Sept. 1/82	Sept. 1/83	Sept. 1/84
Increases:				
Part-time		25¢-50¢	25¢-45¢	25¢-45¢
Full-time		8%	7% approx.	6% approx.
Upgrading Adjustments		Wrapper A and B upgraded to equal Counter Clerk wage rate; Wrapper B upgraded		
<u>Part-time Employees</u>				
Student Packer (under 18 years of age)		\$3.55-\$3.80 (\$3.30-\$3.50)	\$3.80-\$4.05	\$4.05-\$4.30
Non-Student General Help		\$4.20-\$5.40 (\$3.90-\$5.00)	\$4.50-\$5.80	\$4.75-\$6.15
Cashier		\$4.45-\$6.75 (\$4.10-\$6.25)	\$4.75-\$7.20	\$5.05-\$7.65

Probationary period is 60 days worked. Maximum rates for Student Packer are reached after 12 months, for Non-Student General Help, after 24 months, and for Cashier, after 30 months.

**Cost of Living Allowance:** 1¢ for each full 0.5 point change in the Consumer Price Index - 1971=100. Triggered at 16 points above the September, 1979 CPI. (unchanged). Capped at 50¢ (45¢) in the first contract year, 55¢ in the second and 60¢ in the third year. Adjusted monthly, and quarterly.

**Long-Term Service Premium:** 45¢ (35¢) per hour worked after 4 years' service and 90¢ (70¢) after 8 years for part-time employee in the meat department (new) and part-time cashier.



Holiday Pay (Part-time): Employee with 3 months' service who has earned at least 12 days' wages during the 4 weeks immediately preceding the holiday receives holiday pay (unchanged). Employee who has worked 8 or more but less than 12 scheduled days during the 4-week period preceding the holiday receives holiday pay based on total hours worked during the period divided by 12 and multiplied by wage rate (new).

Vacation Pay: 10% of regular hourly rate for all hours worked on a midnight (unchanged) is taken into account in the calculation of vacation pay (new).

Pension Plan (full-time): Effective January 1, 1985, \$18 (\$15) per month per year of credited service.

Liquor Control Board of Ontario and Liquor Licence Board of Ontario - Ontario Liquor Board Employees (NUPGE) (CLC) (5,000 employees): A 12-month renewal agreement effective from July 1, 1982 to June 30, 1983, settled with mediation assistance. Duration of negotiations - 6 months.

Wages: Effective July 1/82

Increases

Regular Full-time Staff	9% plus \$500 per year
Part-time & Temporary Staff	9% plus 25¢ per hour

Annual Rates

Clerk Grade 1 (Clerical Division)	\$12,409-\$13,401 (\$10,926-\$11,836)
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Liquor Store Clerk Grade 2*	\$18,649-\$20,245 (\$16,650-\$18,115)
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Licence Inspector Grade 2	\$24,953-\$29,293 (\$22,159-\$26,141)
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\*New rates shown include \$275 (\$200) previously paid as a separate clothing allowance.

Temporary Employees - Effective January 1, 1983, basic hourly rates increase by 50¢ in lieu of 50¢ per hour premium previously paid only when a temporary employee worked as a cashier.

Hours of Work: Office Employees - 36 1/4 per week; Warehouse Employees - 37 1/2; Store Employees and Licence Inspectors - 40 (unchanged).

Overtime Pay: Time and one-half for members called in to work less than 12 hours after their last shift (new).

Acting Pay: \$4.50 (\$4) per day for an employee, other than an Assistant Manager, acting for a Store Manager, or in the case of the second shift, for an Assistant Manager.

Temporary Re-assignment Premium: 68¢ (60¢) per hour. Applicable if employee works 2 or more continuous shifts in a higher classification.

Paid Holidays: 11 days (unchanged).

Paid Vacation: 3 weeks after 1 year's service, 4 weeks after 10 years, 5 weeks after 20 years with 1 additional week for the 25th year. Also, 1 additional week in the year preceding retirement for employees who are 65 and have completed 25 years' service (unchanged).

Maternity Leave: 17 weeks of coverage by insurance benefit package without additional cost (new).

Health and Welfare: Dental Plan - Effective August 9, 1982, Blue Cross #9 Plan adopted providing comprehensive coverage based on the 1982 Ontario Dental Association fee schedule. (Previously, Blue Cross #7 Plan with basic coverage, based on the 1981 ODA fee schedule.)

Non-Regular Staff Payment in Lieu of Insured Benefits (new) - 4% of salary.

Meal Allowance: \$3.50 (\$3).

Employee Provided Office Space Allowance: \$50 (\$45) per month for Liquor Licence Inspectors who provide office space in their homes for the conduct of the Boards business.

#### EDUCATION AND RELATED SERVICES

University of Guelph - Staff Association (Ind.) (770 office, clerical, laboratory and technical employees): A 24-month renewal agreement effective from July 1, 1982 to June 30, 1984, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	July 1/82	July 1/83
	General Increase	11%	Wage Re-opener

#### Weekly Rates

Receptionist Typist	\$190.86-\$246.63 (\$171.95-\$222.19)
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Draftsman/Woman	\$267.14-\$384.20 (\$240.67-\$346.13)
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Technical Staff (Level 6)	\$438.71-\$619.31 (\$395.23-\$557.94)
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Market Adjustment Fund - An amount equal to 1% of the gross bargaining unit salary as of June 30, 1982, to be used to adjust rates of Secretaries and members of Technical Staff 3 and 4.

Incremental Adjustment Fund - An amount equal to 0.5% (1.5%) of the gross bargaining unit salary as of June 30, 1982 (1981) to be used for automatic step increases.

Merit Pay Fund - An amount equal to 1% (unchanged) of the gross bargaining unit salary as of June 30, 1982 (1981) to be used for management discretionary adjustments to individuals based on performance.

Librarians I and II - Higher salary ranges to be established through union/management negotiations to commence prior to October 31, 1982.

Hours of Work:	35 per week (unchanged).
Bilingual Bonus (new):	\$10 per week per language regularly used in addition to English.
Paid Holidays:	6 days plus period between Christmas and New Year's Day inclusive (unchanged).
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 3 years, 3 weeks plus 1 day after 5 years, 3 weeks plus 2 days after 7 years, 3 weeks plus 3 days after 8 years, 3 weeks plus 4 days after 9 years, 4 weeks after 10 years, 4 weeks plus 2 days after 15 years and 5 weeks after 20 years (unchanged).
Bereavement Leave:	3 (1) days' paid leave for grandparent or grandchild. 3 days (new) for a ward. 1 (3) day's paid leave for father-in-law, mother-in-law, son-in-law or daughter-in-law.
Jurisdiction of Work (new):	Employees excluded from the bargaining unit not to perform regular work of bargaining unit employees if such activity would result in layoffs.
Layoff Procedure:	Order of layoff - Part-time employees, temporary employees, probationary employees; thereafter, full-time employees based on least seniority in the classification affected within a college or directorate. Subsequently, such displaced full-time employee may bump a less senior person in the same classification anywhere in the University.

York University at Toronto - Local 1356, Canadian Union of Public Employees (CLC)  
(maintenance, services and plant operations employees): A  
12-month renewal agreement effective from May 1, 1982 to April 30, 1983, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	May 1/82
	General Increase	12.5%
	Cleaner I - Days	\$7.55 (\$6.71)
	Trades III (includes Electrician)	\$13.50 (\$12.00)
Health and Welfare:	<u>Dental Plan</u> - Payments are based on the 1982 (1978) Ontario Dental Association fee schedule.	
Meal Allowance:	\$4.50 (\$3.50).	
Safety Shoe Allowance:	\$45 (\$40) annual maximum.	
Tool Allowance:	\$34 (\$30) annual maximum.	

York University at Toronto - York University Staff Association (CCU) (915 secretarial, clerical and technical employees): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 1/82
	General Increase	12.5%
	File Clerk (Grade 2)	\$13,223-\$13,774 (\$11,754-\$12,244)
	Clerk Typist (Grade 3)	\$14,156-\$14,745 (\$12,583-\$13,107)
	Departmental Secretary (Grade 5)	\$16,320-\$17,000 (\$14,507-\$15,111)
	Administrative Assistant (Pay Grade 7)	\$20,231-\$21,074 (\$17,983-\$18,732)
	Engineering Technician 4	\$28,697-\$29,829 (\$25,508-\$26,571)

Hours of Work: 35 and 40 per week. During July and August, 1 hour less on Fridays (unchanged).

Paid Holidays: 10 designated days plus Heritage Day if proclaimed. Also, days between December 24 and January 2 (excluding 4 designated days) for employees who would not otherwise be absent on any kind of approved leave (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 2 years and 4 weeks after 8 years (unchanged).

Health and Welfare: Dental Plan - Payments are based on the 1982 (1981) Ontario Dental Association fee schedule.

Meal Allowance: \$4.50 (\$4) for overtime in excess of two hours.

Tool Allowance: \$34 (\$30) per year for replacement, upon proof of purchase.

Visual Display Terminals (new): Union and management to discuss concerns of pregnant employees with a view to establishing solutions on an individual basis.

#### HEALTH AND WELFARE SERVICES

unnybrook Hospital and 45 other Ontario hospitals - Locals 183, 204, 268, 478, 532 and 777, Service Employees International (AFL-CIO/CLC) (10,000 employees): Several\* 12-month renewal agreements effective from June 1, 1982 to May 31, 1983, settled by arbitration. Duration of negotiations - 7 months.

\*Number of agreements exceeds 46. Some of the participating bargaining units are for part-time employees.

Wages:	Effective	<u>June 1/82</u>
	Adjustment	15¢ for R.N.A.
	General Increase	11%
	<u>Bi-weekly Rates</u> (Sunnybrook Hospital)	
	Housekeeping Aide 0-3 years	\$608.63-\$619.88 (\$548.33-\$558.45)
	R.N.A. 0-3 years	\$688.50-\$704.25 (\$613.88-\$623.10)
	Electrician 0-6 months	\$822.45-\$842.93 (\$740.93-\$759.38)
Hours of Work:	37 1/2 per week (unchanged).	
Shift Premium:	0-35¢-35¢ (0-28¢-28¢).	
Paid Holidays	11 days (unchanged).	
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 3 years, 4 weeks after 10 years, and 5 weeks after 20 years (unchanged).	
Health and Welfare:	<u>Semi-Private Hospitalization</u> - Effective September 1, 1982, employer pays 75% of premium costs.  <u>Disability Indemnity Plans</u> - Effective January 1, 1983, existing sick leave plans to be replaced. Sick leave credits may be used to "top up" weekly disability or Workmen's Compensation Board benefits. Hospitals to retain UIC rebate. (Some hospitals, including Sunnybrook, have already made the conversion to the disability plans.)  <u>Short Term Disability</u> - Employer pays 100% of premium costs. All existing employees considered to start with 3 months of service credits. Benefits range from 66 2/3% of regular salary for those with 3 months to 1 year of service credit to 100% for those with 4 or more years of service credit.  <u>Long Term Disability</u> - Employer pays 75% of premium costs. Employee enters program with actual service credits. Benefits range from 60% of regular salary for those with 6 months to 10 years of service to 75% for those with 30 or more years of service.  <u>Vision Care (new)</u> - Effective September 1982, \$60 every 2 years.	
Safety Footwear Allowance (new):	Effective September 1, 1982, \$25 per year to entitled employees.	
Uniform Allowance:	Effective November 1982, \$50 (\$40) per year.	



Contracting Out Clause (new): No contracting out of work usually performed by members of the bargaining unit, between September 1, 1982 to August 30, 1984 if contracting out would result in the layoff of any employee other than casual part-time employees.

Central Park Lodges of Canada (Retirement Homes) at Hamilton, London, Ottawa, Toronto and Windsor - Various Locals, Service Employees International (AFL-CIO/CLC): Five 12-month renewal agreements effective from June 1, 1982 to May 31, 1983, covering 359 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

ages:	Effective	June 1/82	Nov. 1/82
	General Increases	40¢	50¢
	Domestic	\$6.80-\$7.30 (\$6.40-\$6.90)	\$7.30-\$7.80
	Assistant Cook	\$7.40-\$7.90 (\$7.00-\$7.50)	\$7.90-\$8.40

Probationary period is 50 days worked. Probation rate is 20¢ per hour less than the start rate for new hires. Maximum rates are reached after 2 annual increases.

The following benefits are effective September 1, 1982:

Health and  
Welfare:

Life Insurance - \$10,000 (\$6,000) coverage.

Drug Plan - Employer pays 100% (90%) of premium costs.

Vision Care - Employer pays 75% (65%) of premium costs.

Part-Time  
Employees:

Payment in Lieu of Fringe Benefits - 7% (6%) of earnings.

## CONSTRUCTION

Ontario Precast Concrete Manufacturers Association - Ontario Provincial District Council, Labourers (AFL-CIO) (erectors and finishers of precast concrete products): A 23-month renewal agreement effective from June 9, 1982 to April 30, 1984, covering 250 employees, settled with mediation assistance. Duration of negotiations - 5 months.

ages:	Effective	June 9/82	Nov. 1/82	May 1/83	Nov. 1/83
	Package Increases	\$1.40	70¢	\$1.50	
	Skilled Trades				
	General Increases	94¢	64¢	\$1.27	25¢
	Skilled Trades Adjustment				23¢
	General Precast Labourer	\$13.51 (\$12.57)	\$14.15	\$15.42	\$15.42

	<u>June 9/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>	<u>Nov. 1/83</u>
Precast Erector and Finisher	\$14.31 (\$13.37)	\$14.95	\$16.22	\$16.45
Welder (Certified)	\$14.46 (\$13.52)	\$15.10	\$16.37	\$16.60

Shift Premium: \$1.45 (\$1.35) per hour. Effective May 1, 1983, \$1.55.

Swing Stage or Bosun Chair Premium: 65¢ (60¢) per hour.

Paid Rest Period: 10-minute break if overtime is 2 hours or more (new).

Paid Holidays: Heritage Day, if proclaimed is added for a total of 9 days.

Welfare Fund: Employer contributes 20¢-\$1.10 per hour worked, depending on local. Effective October 1, 1982, 80¢ (75¢) per hour worked for Local 183, Toronto. Effective May 1, 1983, 70¢-\$1.30, depending on local.

Pension Fund: Employer contributes 20¢-\$1.00 per hour worked, depending on local. Effective October 1, 1982, 40¢ (20¢) per hour worked for Local 183, Toronto. Effective November 1, 1982, 50¢ (40¢) for Local 625; 30¢ (20¢) for Local 1036 and 60¢ (50¢) for Local 1081. Effective May 1, 1983, 40¢-70¢, depending on local.

Training Fund: Employer contributes 3¢-27¢ per hour worked, depending on local. Effective November 1, 1982, 15¢ (10¢) per hour worked for Local 837, Niagara. Effective May 1, 1983, 5¢-18¢, depending on local.

Board Allowance: \$20 per day for Thunder Bay Local 607 and \$15.40 per day for all other locals (previously \$14). Effective May, 1983, \$22 per day for Thunder Bay and \$16.17 for all others.

Clothing Allowance: Employer pays up to a maximum of \$150 (\$100) on proof of loss.

Commuting and Travelling Allowance (Thunder Bay, only): 34¢ per road mile. Effective May 1, 1983, 37¢.

Mileage Allowance: 29¢ (26¢) per mile. Effective May 1, 1983, 32¢.

Responsibility Allowance: 30¢ (25¢) above skilled rate for employee assigned to direct the crew, in foreman's absence.

Travel Allowance: \$4.95 (\$4.50) per day in Zone 2 and \$4.40 (\$4.00) in Zone 3. Effective May 1, 1983, \$5.20 and \$4.60, respectively.

Zone Allowance: Increase by 10%. Effective May 1, 1983, a further 5% increase. (Previously, \$3.35 in Zone 1; \$6.05 in Zone 2; \$12.10 in Zone 3; \$18.15 in Zone 4; \$24.20 in Zone 5 and \$30.25 in Zone 6, plus an additional \$6.05 every 30 miles thereafter.)

Unrepaid Legal  
Services (new):

In the event a Local Joint Board of Trustees opts to establish such plan during the life of this agreement, the parties agree that upon 60 days written notice they will rearrange the total negotiated wage package at the time of implementation of this plan to provide the necessary contribution for funding the plan.

Windsor Heavy Construction Association - Local 880 Teamsters (Ind.), Locals 625 and 749, Labourers (AFL-CIO) and Local 793, International Operating Engineers (AFL-CIO/CFL): A 36-month renewal agreement effective from May 1, 1982 to April 30, 1985, covering 550 employees, settled during a work stoppage. Duration of negotiations - 5 months.

Effective	<u>Aug. 3/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
Package Increases		50¢ except Teamsters, Kent County	55¢

Teamsters

Wages:

Increases	93¢ in Essex County; - 80¢ to - \$1.40 in Kent County	46¢-47¢ in Essex County;	51¢ in Essex County; 41¢-51¢ in Kent County
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Driver, Single Axle

Kent County	\$10.51 (\$11.91)	\$10.51	\$11.02
Essex County	\$12.19 (\$11.26)	\$12.66	\$13.17

Labourers

Increases	88¢ in Essex County; 92¢- 93¢ in Kent County	37¢ in Essex County; 46¢- 47¢ in Kent County	51¢
Experienced Labourer, Kent County	\$10.69 (\$9.77)	\$11.16	\$11.67
Labourer (Common), Essex County	\$13.12 (\$12.24)	\$13.49	\$14.00

Operating Engineers

Increases	91¢-92¢	35¢-37¢	50¢-52¢
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Operating Engineers (Crane)

Kent County	\$12.91 (\$11.99)	\$13.26	\$13.78
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	<u>Aug. 3/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
Essex County	\$14.78 (\$13.86)	\$15.15	\$15.65

	<u>Oct. 1/83</u>	<u>May 1/84</u>	<u>Oct. 1/84</u>
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Package Increases	45¢	55¢	45¢
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Teamsters

Increases	41¢-42¢	50¢-51¢	41¢-42¢
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Driver, Single Axle

Kent County	\$11.44	\$11.94	\$12.36
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Essex County	\$13.58	\$14.09	\$14.51
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Labourers

Increases	41¢-42¢ in Essex County; 41¢ in Kent County	51¢	41¢-42¢ in Essex County; 42¢ in Kent County
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Experienced Labourer, Kent County	\$12.08	\$12.59	\$13.01
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Labourer (Common), Essex County	\$14.42	\$14.93	\$15.34
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Operating Engineers

Increases	41¢-42¢	50¢-51¢	41¢-42¢
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Operating Engineers (Crane)

Kent County	\$14.19	\$14.70	\$15.11
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Essex County	\$16.06	\$16.57	\$16.98
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Welfare Fund: Essex County - Employer contributes 40¢ (35¢) per hour worked for Labourers.

Pension Fund: Essex County - Effective November 1, 1982, employer contributes 50¢ (40¢) per hour worked for Labourers.

Training Fund: Effective November 1, 1982, employer contributes 12¢ (2¢) per hour worked for Operating Engineers.

Operating Engineers Employer Agency (Crane and Equipment Rental; Steel Erection or Mechanical Installations; Foundation, Piling and Caisson Boring; Excavating; Building and Construction Work and Survey Work), province-wide - Local 793, International Operating Engineers

(AFL-CIO/CFL) (commercial, industrial and institutional construction): A 22-month renewal agreement effective from July 5, 1982 to April 30, 1984, covering 1,500 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Master Portion

Welfare Fund: Effective November 1, 1982, employer contributes 40¢ per hour earned. (Previously, 31¢ for Windsor and 30¢ for all other locals.)

Pension Fund: Effective November 1, 1982, employer contributes \$1.00 (70¢) per hour earned.

Training Fund: Employer contributes 13¢ (3¢) per hour earned.

Tool and Clothing Insurance: Maximum \$500 (\$300).

Effective	<u>July 5/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
Package Increases	\$1.90	52¢	\$2.00
Wages:			
Increases	82¢-\$1.73	9¢-11¢	90¢-\$1.82

A. Crane and Equipment Rental, province-wide

	<u>July 5/82</u>	<u>Nov. 1/82</u>	<u>May 1/82</u>
1st Class	\$17.32	\$17.43	\$19.25
Stationary Engineer	(\$15.59)		

Employer Labour Relations Fund (new): Employer contributes 5¢ per hour worked per employee.

Board Allowance: \$39.60 per day for employee required to be away 4 or less days per week, working over 75 miles from home. (Previously, \$36 per day for employee working over 100 miles from home.) Effective May 1, 1983, \$41.58.

\$223.30 (\$203.00) for employee required to be away for more than 4 days per week, working over 100 miles from home. Effective May 1, 1983, \$234.47.

Effective	<u>July 5/82</u>	<u>May 1/83</u>
	Per day worked	
Over 25-40 miles	\$10.16 (\$9.24)	\$10.67
Over 40-50 miles	\$13.06 (\$11.88)	\$13.72
Over 50-75 miles, and over 75-100 miles for employee who commutes daily (previously over 50-100 miles)	\$26.14 (\$23.76)	\$27.44

Meal Allowance (new): Breakfast - \$5; Lunch - \$5 and Supper - \$10, in lieu of Board Allowance where employee is required to return to home base and is away 4 or less days per week. Effective May 1, 1983, \$6, \$6 and \$12, respectively. An employee required to operate a personal vehicle also receives mileage.



Mileage Allowance: 29¢ (26¢) per mile. Effective May 1, 1983, 32¢.

Weekend Allowance: \$39.60 (\$30) per day on Saturday and Sunday of the first weekend or employee's time at appropriate rates plus transportation home and return for an employee required to report to an out-of-town project on a Friday. Effective May 1, 1983, \$41.58.

B. Steel Erection or Mechanical Installations, province-wide

	<u>July 5/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
1st Class Stationary Engineer	\$17.23 *	\$17.33	\$19.15

\*Previously, \$15.49 for Windsor and \$15.50 for all others.

Employer Labour Relations Fund (new): Employer contributes 5¢ per hour worked per employee.

Board Allowance:	Effective	<u>July 5/82</u> Part or all of the week	<u>May 1/83</u>
	25-50 miles	\$72.60 (\$66.00)	\$76.25
	50-75 (100) miles	\$116.05 (\$105.50)	\$122.50
	75-100 miles	\$130.00 (\$105.50)	\$135.00
	Over 100 miles	\$223.30 (\$203.00)	\$234.50

Commuting Allowance: 15-25 miles - \$7.26 (\$6.60) per day worked. Effective May 1, 1983, \$7.62.

Mileage Allowance: 34¢ (31¢) per mile. Effective May 1, 1983, 37¢.

Travelling Expense Allowance:	Effective	<u>July 5/82</u> Per day worked	<u>May 1/83</u>
	25-50 miles	\$14.52 (\$13.20)	\$15.25
	50-75 miles (100) miles	\$23.21 (\$21.10)	\$24.37
	75-100 miles	\$26.00 (\$21.10)	\$27.00
	Over 100 miles	\$31.90 (\$29.00)	\$33.50, seven days per week

C. Foundation, Piling and Caisson Boring, province-wide

	<u>July 5/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
Boring Machine Operator, Model LLDH	\$16.34 (\$14.61)	\$16.45	\$18.26

Employer Labour Relations Fund (new): Employer contributes 5¢ per hour worked per employee.

Board Allowance: \$25.30 per day, seven days per week. (Previously, \$23 for employee in the over 100 mile zone. New for employee who chooses to remain overnight while working in the 75-100 miles zone.)  
Effective May 1, 1983, \$26.57.

ileage  
allowance: 28¢ (25¢) per mile. Effective May 1, 1983, 31¢.

Effective	<u>July 5/82</u>	<u>May 1/83</u>
	Per day worked	
25-50 miles	\$10.16 (\$9.24)	\$10.67
Over 50 miles - 75 miles, and	\$17.42 (\$15.84)	\$18.30
Over 75-100 miles for employee who commutes daily (previously over 50-100 miles)		

D. Excavating, Toronto Area

	<u>July 5/82</u>	<u>Nov. 1/82</u>	<u>May 1/82</u>
Operating Engineer (includes Crane Operator)	\$14.75 (\$13.03)	\$14.86	\$16.68

Employer Labour  
Relations Fund  
(new): Employer contributes 8¢ per hour worked per employee.

ileage  
allowance: 28¢ (25¢) per mile. Effective May 1, 1983, 31¢ per mile.

Effective	<u>July 5/82</u>	<u>May 1/83</u>
Beyond free zone - 25 miles	28¢ (25¢) per mile, minimum \$1.98 (\$1.80) per day	31¢ per mile, minimum \$2.08 per day
Over 25-50 miles	\$10.89 (\$9.90) per day	\$11.43 per day
Over 50 miles	\$23.65 (\$21.50) per day, minimum \$118.25 (\$107.50) per week	\$24.83 per day, minimum \$124.15 per week

Weekend  
allowance: \$23.65 (\$21.50) per day. Effective May 1, 1983, \$24.83.

E. Building and Construction Work

	<u>July 5/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
<u>Operating Engineer</u> <u>(includes Crane Operator)</u>			
Sault Ste. Marie	\$15.66 (\$13.93)	\$15.77	\$17.59

Employer Labour  
Relations Fund  
(new): Employer contributes 5¢ per hour worked per employee.

ard Allowance: \$29.70 (\$27.00) per day worked. Effective May 1, 1983, \$31.19 per day.

ileage and  
travelling  
allowance: 31¢ (28¢) per mile. Effective May 1, 1983, 34¢.

F. Survey Work, province-wide

Wages, Overtime, Reporting Allowance, Travel and Board Allowance, Welfare Fund and Pension Fund will be paid as set out in the appropriate schedule.

	<u>July 5/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
Toronto	\$16.04 (\$14.31)	\$16.15	\$17.97

Employer Labour Relations Fund (new): Employer contributes 5¢ per hour worked per employee.

Board Allowance: \$25.30 (\$23.00) per day worked. Effective May 1, 1983, \$26.57.

Travel Expense Allowance: 28¢ (25¢) per mile each way beyond the free zone limits, with a minimum of \$1.98 (\$1.80). Effective May 1, 1983, 31¢ with a minimum of \$2.08.

Sarnia	\$16.83 (\$15.10)	\$16.94	\$18.75
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Employer Labour Relations Fund (new): Employer contributes 8¢ per hour worked per employee.

Mileage Allowance: 26¢ (23¢) per mile. Effective May 1, 1983, 29¢.

Travel Allowance: \$7.26 per day worked in Zone A. Effective May 1, 1983, \$7.62. Zone B eliminated. (Previously, \$3.96 per day worked in Zone A and \$6.30 in Zone B.)

Addendum  
February 1982 Settlement

TRANSPORTATION

Kingsway Transports Limited and Kingsway Dalewood Limited, province-wide - Locals 91, 141, 879, 880 and 938, Teamsters (Ind.): A 24-month renewal agreement effective from October 1, 1982 to September 30, 1984, covering 392 maintenance employees, settled at the bargaining stage and ratified in February, 1982. Duration of negotiations - 1 month.

Wages:	Effective	<u>Oct. 1/82</u>	<u>Oct. 1/83</u>
Increases		\$1.50 for Skilled Classification #1; \$1.25 for all others	\$1.00
COLA Fold-in		13¢*	
Unskilled Classification		\$12.14-\$12.17 (\$10.76-\$10.79)	\$13.14-\$13.17
Skilled Classification #1		\$13.34-\$13.44 (\$11.71-\$11.81)	\$14.34-\$14.44

Previous rates reflect a 25¢ wage increase on January 1, 1982.

Maximum rates are reached after a probationary period of 30 days for Skilled Classification #1 and after 60 days for Unskilled Classification.

Cost of Living  
Allowance:

\*Average of hourly COLA rates paid under the previous agreement up to and including September, 1982, calculated by determining the sum of the rates during each month and dividing this amount by 12, is folded into wages effective October 1, 1982. An identical calculation of average mileage COLA rate is made at the same time.

10¢ per hour worked and 0.25¢ per mile driven for each 1% increase in the Consumer Price Index - 1971=100, above the September, 1982 base in the first contract year, and the September 1983 base in the second year. Triggers at 5%. Calculated and paid monthly as a lump sum. Effective October 1, 1983, average of total rates paid during previous twelve months to September, 1983, folded into the regular hourly and mileage rates. (Basic formula is unchanged).

Health and  
Welfare:

Employer contributes \$117 (\$102) per month for each eligible employee to the appropriate Local Union Health and Welfare plan.

Pension Plan:

Employer contributes \$205 (\$185) per month per eligible employee to the Teamsters and Motor Transport Industrial Relations Bureau of Ontario (Inc.) Pension Plan.

#### June 1982 Settlements

#### EDUCATION AND RELATED SERVICES

Castings-Prince Edward County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 224 employees, settled at the bargaining stage, and ratified in June, 1982. Duration of negotiations - 6 months.

Figures:

Effective	Sept. 1/82
Average Increase	11.2%
Teacher-Level 1 0-6 years	\$13,100-\$20,300 (\$11,800-\$18,200)
Teacher-Level 4 0-11 years	\$16,600-\$31,400 (\$15,300-\$28,100)
Teacher-Level 7 0-14 years	\$21,200-\$39,600 (\$19,100-\$35,200)

A teacher who is a member of a Religious Congregation receives 90% (85%) of the salary accorded to a lay teacher with the same qualifications, experience and responsibilities.

Health and Welfare: Life Insurance, Extended Health Care and Dental Plan - -  
Employer pays 80% (75%) of premium costs.

Travel Allowance: 20.6¢ (15.6¢) per kilometer, plus 1.2¢ increase or decrease for every 2.2¢ increase or decrease in the price of a litre of regular gasoline above or below the price of 37.4¢ (26.4¢) per litre.

Lambton County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 350 employees, settled at the bargaining stage and ratified in June, 1982. Duration of negotiations - 6 months.

Wages:	Effective	Sept. 1/82	Feb. 1/83
General Increases		10.9%	1.5%
Teacher D 0-6 years		\$14,243-\$20,341 (\$12,843-\$18,342)	\$14,457-\$20,646
Teacher A1 0-10 years		\$18,727-\$31,356 (\$16,886-\$28,274)	\$19,008-\$31,826
Teacher A4 0-10 years		\$22,725-\$38,870 (\$20,491-\$35,050)	\$23,066-\$39,453

Responsibility Allowances: Principal - Schools of 5 rooms and less - Grid placement plus 8.5% (\$2,800); 6-9 rooms - plus 12% (\$2,800-\$4,000); 10 rooms and more - plus 16% (\$4,200-\$6,200)  
Vice Principal - Grid placement plus 7.5% (\$1,700-\$2,500).  
Consultant - Grid placement plus 10% (\$1,900-\$3,400)  
Assistant to the Principal - \$600 (\$500) per year.  
Principal, St. Patrick's High School - Grades 9 and 10 - Grid placement plus 22% (\$5,800-\$7,800)  
Vice-Principal, St. Patrick's High School - Grades 9 and 10 - Grid placement plus 12.5% (\$2,600-\$4,400)  
Department Head, St. Patrick's High School - Grades 9 and 10 - Grid Placement plus 5% (\$1,475).

Maternity Leave: Employer continues to contribute to the fringe benefit premiums for a teacher on maternity leave to a maximum of 3 months (new).

Health and Welfare: Vision Care - Maximum benefit is \$80 every 12-month period.  
(Previously, \$60 every 24-month period.)

Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule. Maximum coverage for Blue Cross Rider #3, is \$1,000 (\$750) per person.

Sick Leave Gratuity: An employee with 12 (15) consecutive years' service who dies or retires due to permanent disability or who is eligible for and receiving superannuation from the Teachers' Superannuation Commission receives gratuity.

Travel Allowance: 21¢ per kilometer for the first 4,000 kilometers and 17¢ per kilometer from 4,000 to 15,000 kilometers. (Previously, a flat sum of 17.5¢ per kilometer.)



# SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, Research Company at Chalk River - Local 1568,  
Canadian Labour Congress (CLC): A 22-month renewal agreement  
 effective from October 1, 1982 to July 31, 1984, covering 550  
 employees, settled at the bargaining stage and ratified in June,  
 1982. Duration of negotiations - 3 months.

Effective	Oct. 1/82	Oct. 1/83
Average Increases	12%	8.3%
<u>Annual Rates</u>		
Range T2 (includes Design Detailer 2)	\$13,565-\$19,675 (\$12,110-\$17,570)	\$14,685-\$21,310
Range T7 (includes Research/Development Technologist 7)	\$35,005-\$39,025 (\$31,255-\$34,845)	\$37,910-\$42,265

Previous rates reflect an additional 3.5% increase on August 1,  
 1981 and 3.5% non-compounded on May 1 1982 replacing the 1.75%  
 increase planned for May 1, 1982.

Probationary period is 90 working days. Maximum rates are  
 reached on merit.

Shift Premium: 0-\$2.75-\$3.35 (0-\$2.40-\$3.05). Effective July 1, 1983,  
 0-\$3.05-\$3.70.

Saturday Shift Premium: \$3.60 (\$3.20) per shift. Effective July 1, 1983, \$4.00.

Sunday Shift Premium: \$9 (\$8) per shift. Effective July 1, 1983, \$10.

Call-Out Pay: 3 (2 1/2) hours minimum at time and one-half.

Vacation: 16 days after 7 (8) years' service, 17 days after 8 (9) years, 18  
 days after 9 (10) years, 19 days after 10 (11) years, 20 days  
 after 11 (12) years, 22 days after 17 (18) years, 23 days after  
 20 (21) years, 24 days after 23 (24) years, 25 days after 25 (27)  
 years, 26 days after 26 (29) years, 27 days after 28 (31) years,  
 28 days (new) after 30 years, 29 days (new) after 32 years and 30  
 days (new) after 34 years.

Effective April 1, 1983, 16 days after 6 years, 17 days after 7  
 years, 18 days after 8 years, 19 days after 9 years and 20 days  
 after 10 years.

Health and Life Insurance - Employer pays 85% (75%) of premium costs.  
 Fare: Effective July 1, 1983, 100%.

OHIP, Extended Health Care and Semi-Private Hospitalization -  
 Employer pays \$23 (\$22) per month single coverage and \$46 (\$44)  
 family coverage. Subsequent to June 30, 1983, this will become  
 the equivalent of 100% of the applicable OHIP premium.

NOTE: The second year of the Agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

## CONSTRUCTION

Ottawa Construction Association - Local 93, Carpenters (AFL-CIO): A 22-month renewal agreement effective from June 21, 1982 to April 30, 1984, covering 700 employees, settled at the bargaining stage and ratified in June, 1982. Duration of negotiations - 4 months.

	Effective	<u>June 21/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
	Package Increases	\$1.50	50¢	\$2.00
Wages:	Increases	\$1.22-\$1.23	45¢-46¢	\$1.68
	<u>Carpenter</u>			
	Zone 2	\$13.82 (\$12.59)	\$14.27	\$15.95
	Zone 1	\$15.59 (\$14.37)	\$16.05	\$17.73
Industry Fund:	Employer contributes 6¢ (5¢) per hour earned.			
Pension Fund:	Employer contributes 60¢ (45¢) per hour earned. Effective May 1, 1983, 75¢.			
Board Allowance:	\$29.25 (\$26.60) per day. Effective May 1, 1983, \$30.70.			
Travelling Allowance:	31¢ (28¢) per mile. Effective May 1, 1983, 34¢.			
Fire Insurance:	\$150 (\$85) for clothing and \$700 (\$500) for tools.			

## July 1982 Settlements

## PRIMARY METAL

Daymond Limited, Aluminum Division Plant at Chatham - Local 127, Auto Workers (AFL-CIO/CLC): A 33-month renewal agreement effective from February 11, 1982 to November 15, 1984, covering 230 employees\*, settled with mediation assistance during a work stoppage and ratified in July, 1982. Duration of negotiations - 5 1/2 months.

\*Includes 100 employees currently on lay-off status.

Wages:	Effective	<u>July 30/82</u>	<u>Feb. 14/83</u>	<u>Feb. 15/84</u>
	General Increases	18¢	10¢	10¢
	COLA Fold-in	79¢		
	Additional Adjustments	Restructuring of wage schedule		

	<u>July 30/82</u>	<u>Feb. 14/83</u>	<u>Feb. 15/84</u>
General Labourer	\$8.53 *	\$8.63	\$8.73
Tool and Die Maker	\$11.75 *	\$11.85	\$11.95

\*Previous rates were incentive rates.

ost of Living  
allowance: 1¢ per 0.5 increase in the Consumer Price Index - 1971=100, using January 1982 as the base index month. Adjusted quarterly (unchanged). Effective February, 1983, 1¢ per 0.45 increase in the CPI. Effective February, 1984, 1¢ per 0.4 increase.

## EDUCATION AND RELATED SERVICES

ormont, Dundas and Glengarry County Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (500 employees): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, settled at the bargaining stage and ratified in July, 1982. Duration of negotiations - 7 months.

ges:	Effective	<u>Sept. 1/82</u>
	General Increase	12.5%
	Teacher-Group 1 0-11 years	\$19,260-\$32,710 (\$17,120-\$29,075)
	Teacher-Group 4 0-11 years	\$22,150-\$40,460 (\$19,690-\$35,965)
	Vice-Principal 0-4 years	\$47,075-\$50,095 (\$41,850-\$44,530)
	Principal 0-4 years	\$52,100-\$55,140 (\$46,315-\$49,015)

responsibility  
allowances: Co-ordinator - \$5,000 (\$1,940-\$3,380)  
Consultant - \$3,500 (new)

<u>Major Departments</u>	<u>Qualified</u>	<u>Unqualified</u>
Technical Director	\$3,150 (\$2,800)	\$2,100 (\$1,869)
Commercial Director	\$2,925 (\$2,600)	\$2,100 (\$1,869)
Head	\$2,700 (\$2,400)	\$2,100 (\$1,869)
<u>Minor Departments</u>		
Technical Director	\$2,025 (\$1,800)	\$1,427 (\$1,269)
Commercial Director	\$2,025 (\$1,800)	\$1,427 (\$1,269)
Head	\$2,025 (\$1,800)	\$1,427 (\$1,269)

Health and  
lfare: Any savings originating from a change in insurable carrier will be used to upgrade coverage.

CONSTRUCTION

Architectural Glass and Metal Contractors Association, province-wide - Ontario Council, Painters (AFL-CIO/CFL) (glaziers - commercial, industrial and institutional construction): A 21-month renewal agreement effective from July 19, 1982 to April 30, 1984, covering 750 employees, settled with mediation assistance during a work stoppage and ratified in July, 1982. Duration of negotiations - 4 months.

	Effective	July 19/82	Nov. 1/82
	Package Increases	\$1.20	80¢
Wages:	General Increases	\$1.09	64¢
	<u>Journeyman</u>		
	Local 1919, Sault Ste. Marie	\$10.70 (\$9.61)	\$11.34
	Local 1684, Windsor	\$13.44 (\$12.35)	\$14.08
	Local 1819, Toronto	\$14.99 (\$13.90)	\$15.63
	Effective	May 1/83	Nov. 1/83
	Package Increases	\$1.10	90¢
	Increases	\$1.00	50¢ for Windsor; 36¢ for others
	Local 1919, Sault Ste Marie	\$12.34	\$12.70
	Local 1684, Windsor	\$15.08	\$15.58
	Local 1819, Toronto	\$16.63	\$16.99
Swing Stage and Charge Hand Premiums:	\$1.00 (75¢) per hour.		
Welfare Fund:	Effective November 1, 1982, employer contributes 70¢ (60¢) per hour worked. Effective November 1, 1983, 80¢.		
Pension Fund:	Effective November 1, 1983, employer contributes 80¢ (40¢) per hour worked for Toronto local and 40¢ per hour worked for all other areas. (Previously, 30¢ per hour for Oshawa local and 15¢ for Windsor local. New for all others.)		
Board Allowance:	\$10 (\$5) or receipted bill if greater.		
Car Allowance:	20¢ (18¢) per kilometer.		

Meal Allowance: \$8 (\$6) for dinner.

Travel Zone	<u>Kilometers</u>	<u>Toronto</u>	<u>Ottawa</u>	<u>Hamilton</u>
Allowances:			<u>Daily Rates</u>	
	0-8	Free	Free	Free
	9-16	\$1.75	\$1.85	Free
	17-24	\$2.50	\$2.95	\$2.10
	25-32	\$3.50	\$4.00	\$3.18
	33-40	\$4.50	\$5.00	\$4.26
	41-48	\$5.50	\$5.50	\$5.50

(Previously, \$1.50 per day minimum in Zone 2 up to a maximum of \$5.25 in Zone 6, for Toronto local; \$1.85 per day minimum in Zone 2 up to \$5.00 maximum in Zone 5, for Ottawa local; and \$1.85 minimum in Zone 2 up to a maximum of \$4.01 in Zone 4, for Hamilton local.)

Employer pays the first and last day of parking on the job for these locations, provided a parking receipt is submitted (new).



Negotiations in Progress during August 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Abitibi-Price Inc. (Lakehead Woodlands, White River and Iroquois Falls Divs.) Thunder Bay, White River and Iroquois Falls	Carpenters (AFL-CIO) (lumber and sawmill workers) (woods empls.)	1,400	B
Algolds (Div. of Alcan Canada Products Ltd.), Toronto	United Steelworkers (AFL-CIO/CLC)	202	B
Allied Chemical Canada, Amherstburg	Auto Workers (AFL-CIO/CLC)	530	B
American Can of Canada Inc., Marathon	United Paperworkers (AFL-CIO/CLC)	500	B
BCL Canada Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	230	PCB
Bata Footwear (Div. of Bata Industries), Batawa	Food and Commercial Workers (AFL-CIO/CLC)	600	B
Brampton City Corp.	CUPE (CLC)	200	B
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	417	B
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	220	B
Canada Cycle and Motor Co. Ltd., Toronto	Auto Workers (AFL-CIO/CLC) (production empls.)	500	WS
Canada Safeway, Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (retail food full-time and part-time empls.)	1,125	B
Canada Sand Papers Ltd., Plattsville	Energy and Chemical Workers (CLC)	249	B
Canadian Automatic Sprinkler Assn.	Plumbers (AFL-CIO/CFL)	600	B
Canvil Ltd., Simcoe	Machinists (AFL-CIO/CLC)	200	B
Carleton Board of Education	Fed. of Women Teachers' Assns of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,210	MED
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	MED

\*See page 523 for definition of codes

Negotiations in Progress during August 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
atham Public General Hospital Society	Service Employees Intl. (AFL-CIO/CLC)	210	B
rysler Canada, Ajax, Etobicoke and Windsor	Auto Workers (AFL-CIO/CLC) (engineers, office and technical empls.)	500	B
rysler Canada, Ajax, Etobicoke and Windsor	Auto Workers (AFL-CIO/CLC) (hourly-rated production empls.)	8,800	CO
mputing Devices Co., Div. of Control Data Ltd, Ottawa and Stittsville	Employees' Assn. (Ind.)	450	B
nsomers' Gas, Metropolitan Toronto and other centres	National Union of Independent Gas Workers (Ind.)	680	B
pper Canada, Toronto	Pottery Workers (AFL-CIO/CLC)	680	MED
pper Tool Group Ltd., Port Hope	United Steelworkers (AFL-CIO/CLC)	250	CO
rbby Distilleries, Corbyville	Distillery Workers (AFL-CIO/CLC)	210	B
ane Canada Ltd., Brantford	United Steelworkers (AFL-CIO/CLC)	258	B
g Packaging Ltd., Toronto	Printing and Graphic Union (AFL-CIO/CLC)	470	CO
al Specialties (Canada), Collingwood	Auto Workers (AFL-CIO/CLC) (production empls.)	650	B
inion Stores Ltd., Amherstburg and Windsor	United Steelworkers (AFL-CIO/CLC) (retail food empls.)	695	B
inion Stores Ltd., Guelph (Kitchener, Midland and Waterloo)	Food and Commercial Workers (AFL-CIO/CLC)	280	CO
inion Stores Ltd., Sudbury	Retail Wholesale Employees (AFL-CIO/CLC) (full-time and part-time empls.)	385	B
inion Stores Ltd., Toronto and other centres	Retail Wholesale Employees (AFL-CIO/CLC) (retail food full-time and part-time empls.)	10,000	CO
inion Stores Ltd., Toronto	Retail Wholesale Employees (AFL-CIO/CLC) (warehousemen)	970	CO

Negotiations in Progress during August 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg. Stage
Domtar Packaging Ltd., Corrugated Containers Div., Intercity	Cdn. Paperworkers (CLC)	734	ME
Domtar Packaging (Kraft Paper and Board Div.), Red Rock	Cdn. Paperworkers (CLC)	500	C
Dufferin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	230	B
Dufferin Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,400	B
Durham Board of Education	CUPE (CLC)	365	C
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,350	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,025	B
Durham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	454	B
Edwards, A Unit of General Signal Ltd., Owen Sound	United Steelworkers (AFL-CIO/CLC)	200	B
Electrical Power Systems Construction Assn.	Plumbers (AFL-CIO/CFL)	2,000	C
Essex County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	555	B
Falconbridge Nickel Mines, Falconbridge	Mine, Mill and Smelter Workers (Ind.) (mine empls.)	2,380	B
Ford Motor Co. of Canada Ltd., Bramalea, Niagara Falls, Oakville, St. Thomas and Windsor	Auto Workers (AFL-CIO/CLC) (hourly-rated production empls.)	12,410	P
Ford Motor Co. of Canada Ltd., Windsor	Auto Workers (AFL-CIO/CLC)	354	B

Negotiations in Progress during August 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'r. Stage
Franklin Manufacturing Co. (Canada) Ltd., Cambridge	Machinists (AFL-CIO/CLC) (production empls.)	346	B
Fraser Inc., Thorold	Cdn. Paperworkers (CLC) (mill empls.)	550	B
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	245	MED
General Bakeries (G.B. Wonder Div.), Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	210	B
Globe and Mail, Toronto	Newspaper Guild (AFL-CIO/CLC)	406	B
The Great Atlantic & Pacific Tea Co. Ltd., province-wide	Food and Commercial Workers (AFL-CIO/CLC) (retail food full- time and part-time empls.)	5,435	B
Great Lakes Forest Products Ltd., Dryden	Cdn. Paperworkers (CLC)	900	CO
Great Lakes Forest Products Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,900	B
Great Lakes Forest Products Ltd., Thunder Bay	Carpenters (AFL-CIO) (lumber and sawmill workers)	1,400	B
Great Lakes Forest Products Ltd., Dryden Woodlands Operations, Dryden	Carpenters (AFL-CIO)	200	B
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,320	B
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	B
Halton County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	506	B
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,300	B
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,100	B
Hamilton Street Railway Co. and Canada Coach Lines, Hamilton	Transit Union (AFL-CIO/CLC) (transit empls.)	770	WS

Negotiations in Progress during August 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Hammond Manufacturing Co., Guelph	Employees' Assn. (Ind.) (production empls.)	500	B
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	615	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
Hawker Siddeley Canada Ltd. (Orenda Div.), Toronto	Machinists (AFL-CIO/CLC)	402	B
John T. Hepburn Ltd., Toronto and Mississauga	United Steelworkers (AFL-CIO/CLC)	277	MED/W
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	565	B
Kent County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
Kimberly-Clark of Canada, Longlac	Carpenters (AFL-CIO) (lumber and sawmill workers) (woods empls.)	930	B
Kingston Spinners Ltd., Kingston	Clothing and Textile Workers (AFL-CIO/CLC)	260	B
Knechtel Furniture Ltd., Hanover	Woodworkers (AFL-CIO/CLC)	250	B
Kodak Canada Inc., Toronto and Brampton	Employees' Assn. (Ind.)	1,275	B
Laurentian University, Sudbury	Faculty Assn. (Ind.)	231	CO
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	500	B
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	355	MED
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	235	MED



Negotiations in Progress during August 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	930	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
Loblaws Ltd., Ottawa and other centres	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	1,550	B
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,110	PMB
London Transportation Commission	Transit Union (AFL-CIO/CLC)	400	PCB
Mack Canada Inc., Oakville	Machinists (AFL-CIO/CLC)	297	B
McMaster University, Hamilton	Cdn. Union of Educational Workers (Ind.)	1,300	B
McMaster University (Grounds and Buildings), Hamilton	Service Employees Intl. (AFL-CIO/CLC)	300	B
Metro Toronto Catholic Children's Aid Society	CUPE (CLC)	210	CO
Metro Toronto News Co., Lakeland Distributors and Western Ontario Distributors, Barrie, London and Toronto	Teamsters (Ind.)	265	CO
Metropolitan Toronto, North York City, East York, Etobicoke, Scarborough and York Borough Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	6,683	MED
Metropolitan Toronto House Wreckers Assn.	Labourers (AFL-CIO)	200	B
Metropolitan Toronto Plumbing and Heating Contractors Assn.	Plumbers (AFL-CIO/CFL) (residential)	650	B
Mississauga City Corp. (Transit Dept.)	Transit Union (AFL-CIO/CLC)	300	MED
Motor Transport Industrial Relations Bureau of Ontario (Ontario General Freight), system-wide	Teamsters (Ind.) (general freight drivers, dockmen, maintenance and mechanic)	5,000	B

Negotiations in Progress during August 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Muskoka Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	248	B
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne St. Catharines and Welland	CUPE (CLC) (non-medical and para-medical empls.)	600	B
Nipissing Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	268	B
Nipissing Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	393	B
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	450	B
John Noble Home, Brantford	Service Employees Intl. (AFL-CIO/CLC)	245	B
Norfolk County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	291	B
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	222	B
North American Plastics Co. Ltd., Wallaceburg	Auto Workers (AFL-CIO/CLC)	335	WS
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	Ontario Public Service Employees (OPSEU) (NUPGE) (CLC) (academic staff, librarians and counsellors)	7,000	B
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (support staff empls.)	4,290	B
Ontario Master Insulators Assn. Inc.	Asbestos Workers (AFL-CIO/CFL)	1,200	MED
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,000	B

Negotiations in Progress during August 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,600	B
Ottawa Civic Hospital and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	16,415	ARB
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	500	B
Peel Board of Education	CUPE (CLC) (part-time custodial and maintenance empls.)	420	B
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	2,500	ARB(R)
Prescott-Russell County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	307	B
Prescott-Russell County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	350	B
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	625	B
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	430	B
Renfrew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	300	B
Ross Memorial Hospital, Lindsay	CUPE (CLC)	280	B
St. Michael's Polytechnical Institute Board of Governors, Toronto	Faculty Assn. (Ind.)	550	B
St. Michael's Polytechnical Institute Board of Governors, Toronto	Cdn. Union of Educational Workers (Ind.) (part-time and sessional instructors)	233	B
St. Mary's Ste. Marie Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	410	B

Negotiations in Progress during August 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Sault Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	365	B
Sklar Furniture Ltd. (Chair Div.) Toronto	Upholsterers (AFL-CIO/CLC)	230	B
Sklar Furniture Ltd. (Peppler Div.), Hanover	Woodworkers (AFL-CIO/CLC)	277	CO
Solaray, Div. of Sunbeam Corp. (Canada) Ltd., Brantford	Textile and Chemical Union (CCU)	205	B
Spruce Falls Power and Paper and Kimberly Clark of Canada, Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL- CIO/CFL)	1,250	CO
Steinberg Inc. (Miracle Food Mart Div.), southern Ontario	Food and Commercial Workers (AFL- CIO/CLC) (retail food full-time and part-time empls.)	5,000	B
Steinberg Inc. (Miracle Mart Div.), Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (retail dept. store empls.)	550	CO
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	590	B
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	860	MED
Sunar Div. of Hauserman Ltd., Waterloo	United Steelworkers (AFL-CIO/CLC)	340	MED
Thunder Bay Construction Assn. (General Contractors Div.)	Carpenters (AFL-CIO/CLC)	450	CO
Thunder Bay Grocery Stores	Food and Commercial Workers (AFL-CIO/ CLC)	500	B
Timmins Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	215	B
Toronto City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,330	B

Negotiations in Progress during August 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario City, North York City, East York, Etobicoke, Scarborough and York Borough Boards of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	8,039	MED
Ontario General Hospital and 131 other hospitals	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	24,200	ARB
Ontario Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC) (guild empls.)	1,350	B
Packaged Air Mobile Canada, Brantford	Auto Workers (AFL-CIO/CLC)	200	PCB
Parade School Transit Ltd., Mississauga and Toronto	Railway, Transport and General Workers (CLC)	220	B
University of Windsor	Faculty Assn. (Ind.) (professors, assistant professors, librarians, and other empls.)	515	CO
Victoria County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	350	B
Wabasso Inc., Dunnville	Clothing and Textile Workers (AFL-CIO/CLC)	372	B
Wabasso Inc., Welland	United Textile Workers (AFL-CIO/CLC)	422	B
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	620	PCB
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	565	B
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	420	B
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC)	280	B
Windsor City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	850	B
Woodbridge Foam Corp.	Clothing and Textile Workers (AFL-CIO/CLC)	275	CO



Negotiations in Progress during August 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Harvey Woods Ltd. (Underwear and Hosiery Divs.), Woodstock and Kroy Unshrinkable Wools Ltd. Div. of Harvey Woods, Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	550	B
York Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	240	MED
York University	Cdn. Union of Educational Workers (Ind.) (graduate students, Units I and II)	1,200	B

More Than One Province

Air Canada, system-wide**	Air Line Flight Attendants (CLC)	2,845	B
CIP Containers, Que. and Ont.	Cdn. Paperworkers (CLC), Energy and Chemical Workers (CLC) (production and office empls.)	745	WS
CP Air, system-wide**	Air Line Flight Attendants (CLC)	1,200	B
CP Air, system-wide**	Railway Clerks (AFL-CIO/CLC) (agent, disptacher and other empls.)	1,520	B
Canadian Pacific Express (Cdn. Parcel Delivery Div.) system-wide**	Railway Clerks (AFL-CIO/CLC)	700	B
General Motors of Canada Ltd., London, Oshawa, St. Catharines, Scarborough, Windsor and Woodstock, Ont. and St. Eustache and St. Therese, Que.	Auto Workers (AFL-CIO/CLC) (plant empls.)	34,350	CO
Government of Canada (Treasury Board)**	Public Service Alliance (PSAC) (CLC) (administration services group)	5,680	B
Government of Canada (Treasury Board)**	PSAC (CLC) (heating, power and stationary plant operation group - supervisory and non supervisory empls.)	2,550	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	21,710	B

\*\* Federal jurisdiction

Negotiations in Progress during August 1982 covering 200 or More Employees

Employer and Location	Union	No. of Emps.	Neg'n Stage
MacMillan Bloedel Industries Ltd. Guelph, London, Toronto, Ont. and Montreal, Que.	Cdn. Paperworkers (CLC) and Energy and Chemical Workers (CLC)	505	WS
Motor Transport Industrial Relations Bureau (Eastern Canada Car Carrier Div.), Que. and Ont.**	Teamsters (Ind.) (drivers, maintenance and other empls.)	1,300	B
Royal Canadian Mint, Hull, Que., Ottawa, Ont. and Winnipeg, Man.**	PSAC (CLC) (production and office (AFL-CIO/CLC)	530	B
Steinberg Inc., Ottawa and other centres, Ont. and Hull and Gatineau, Que.,	Food and Commercial Workers (AFL- CIO/CLC)	1,235	B

Definition of Codes for Negotiation Stages

B	- Direct Bargaining
DMO	- Direct Mediation Officer
CO	- Conciliation
CB	- Conciliation Board
MED	- Mediation
PCB	- Post Conciliation Bargaining
ARB	- Arbitration
WS	- Work Stoppage
B/WS	- Bargaining After a Work Stoppage
MED/WS	- Mediation During a Work Stoppage
F	- Fact Finder
PMB	- Post Mediation Bargaining
PFB	- Post Fact Finder Bargaining
(R)	- (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario Employees  
Expiring in September 1982

Employer and Location	Union	No. of Empls
Atomic Energy of Canada Limited Research Company (Nuclear Laboratories), Chalk River	CLC Directly Chartered (technicians and technologists)	500
Belleville General Hospital	Ont. Nurses' Assn. (Ind.)	280
Joseph Brant Memorial Hospital, Burlington	CUPE (CLC)	330
Joseph Brant Memorial Hospital, Burlington	Ont. Nurses' Assn. (Ind.)	290
Brazeau Transport Inc., province-wide	Teamsters (Ind.)	250
Brink's Canada Ltd., province-wide	Teamsters (Ind.)	250
Brink's Canada Ltd., Toronto	Teamsters (Ind.)	200
Canadian Coleman Co. Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	260
Chatham Public General Hospital Society	Service Employees Intl. (AFL-CIO/CLC)	210
Chedoke-McMaster Hospital, Hamilton	CUPE (CLC)	318
Chrysler Canada Ltd., Ajax, Etobicoke and Windsor	Auto Workers (AFL-CIO/CLC) (engineers, office and technical empls.)	500
Chrysler Canada Ltd., Ajax, Etobicoke and Windsor	Auto Workers (AFL-CIO/CLC) (hourly-rated production empls.)	8,800
Computing Devices Co. Division of Control Data Ltd., Ottawa and Stittsville	Employees' Assn. (Ind.)	450
Consolidated Fastfrate Ltd., Toronto	Teamsters (Ind.)	283
Consumers Gas Co., Metropolitan Toronto and other centres	National Union of Independent Gas Workers (Ind.)	680
Corby Distilleries, Corbyville	Distillery Workers (AFL-CIO/CLC)	210
Crane Canada Ltd., Brantford	United Steelworkers (AFL-CIO/CLC)	258
Edwards, A Unit of General Signal Ltd., Owen Sound	United Steelworkers (AFL-CIO/CLC)	200
Etobicoke General Hospital	Ont. Nurses' Assn. (Ind.) (full-time empls.)	235

Collective Bargaining Agreements Covering 200 or More Ontario Employees  
Expiring in September 1982 (Cont'd)

Employer and Location	Union	No. of Empls.
tobicoke General Hospital	Ont. Nurses' Assn. (Ind.) (part-time empls.)	245
ord Motor Co. of Canada Ltd., Bramalea, Niagara Falls, Oakville, St. Thomas and Windsor	Auto Workers (AFL-CIO/CLC) (hourly-rated production empls.)	12,410
ord Motor Co. of Canada Ltd., Windsor	Auto Workers (AFL-CIO/CLC)	354
ranklin Manufacturing Co. (Canada) Ltd., Cambridge	Machinists (AFL-CIO/CLC)	346
eneral Motors of Canada Ltd., Intercity	Auto Workers (AFL-CIO/CLC)	26,000
overnment of Canada (Treasury Board) province-wide	Public Service Alliance (PSAC) (CLC) (drafting and illustra- tion group)	1,370
reat Lakes Forest Products Ltd., Woodlands Operations, Dryden	Carpenters (AFL-CIO)	200
reater Niagara General Hospital	Ont. Nurses' Assn. (Ind.) (full-time empls.)	300
amilton Civic Hospitals	CUPE (CLC)	1,600
amilton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (full-time empls.)	506
amilton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (part-time empls.)	244
ammond Manufacturing Co., Guelph	Employees' Assn. (Ind.) (production empls.)	501
awker Siddeley Canada Ltd. (Orenda Div.), Toronto	Machinists (AFL-CIO/CLC)	402
otel Dieu Hospital, St. Catharines	CUPE (CLC)	235
umber Memorial Hospital, Toronto	CUPE (CLC)	225
endan Manufacturing Ltd., Windsor	Auto Workers (AFL-CIO/CLC)	235
ingston General Hospital	CUPE (CLC) (office empls.)	275
ingston General Hospital	CUPE (CLC) (part-time empls.)	270
ingston General Hospital	CUPE (CLC) (support service)	409

Collective Bargaining Agreements Covering 200 or More Ontario Employees  
Expiring in September 1982 (Cont'd)

Employer and Location	Union	No. of Empls
Kingston General Hospital	Ont. Nurses' Assn. (Ind.)	500
Laurentian Hospital, Sudbury	CUPE (CLC)	250
McMaster University (Grounds and Buildings), Hamilton	Service Employees Intl. (AFL-CIO/CLC)	300
Metropolitan General Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	260
Miller Brothers Co. (1962), Trenton	Cdn. Paperworkers (CLC)	220
Montfort Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	260
Motor Transport Industrial Relations Bureau of Ontario (Inc.) (Ontario General Freight), province-wide	Teamsters (Ind.) (garage and maintenance empls.)	600
Motor Transport Industrial Relations Bureau of Ontario (Inc.) (Ontario General Freight), province-wide	Teamsters (Ind.) (general freight, drivers and dockmen)	5,000
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	360
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland	CUPE (CLC) (non-medical and paramedical empls.)	600
North York General Hospital, Toronto	CUPE (CLC)	335
North York General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	252
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	250
Oshawa General Hospital	CUPE (CLC)	637
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (full-time empls.)	339
Ottawa Civic Hospital	CUPE (CLC)	1,300
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.) (full-time empls.)	547
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.) (part-time empls.)	410
Ottawa General Hospital	CUPE (CLC)	560



Collective Bargaining Agreements Covering 200 or More Ontario Employees  
Expiring in September 1982 (Cont'd)

Employer and Location	Union	No. of Empls.
Ottawa General Hospital (Health Sciences Centre)	Ont. Nurses' Assn. (Ind.) (full-time empls.)	311
Owen Sound General and Marine Hospital	CUPE (CLC)	279
Peel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.)	394
Peterborough Civic Hospital	CUPE (CLC)	375
Providence Villa and Providence Hospital, Toronto	CUPE (CLC)	295
Queen Elizabeth Hospital, Toronto	CUPE (CLC)	315
Queensway General Hospital, Toronto	CUPE (CLC)	203
Riverdale Hospital, Toronto	CUPE (CLC)	410
Riverdale Hospital, Toronto	CUPE (CLC) (nurses and paramedical unit)	200
Riverside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	207
Ross Memorial Hospital, Lindsay	CUPE (CLC)	280
Royal Canadian Mint, Ottawa	Public Service Alliance of Canada (CLC) (production and office empls.)	283
Royal Victoria Hospital, Barrie	Ont. Nurses' Assn. (Ind.)	227
Salvation Army Grace Hospital, Ottawa	CUPE (CLC)	210
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	254
Sault Ste. Marie General Hospital	Ont. Nurses' Assn. (Ind.) (full-time empls.)	232
Scarborough Centenary Hospital Assn.	CUPE (CLC)	452
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.)	449
Scarborough General Hospital	CUPE (CLC)	446
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.) (full-time empls.)	342
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.) (part-time empls.)	232

Collective Bargaining Agreements Covering 200 or More Ontario Employees  
Expiring in September 1982 (Cont'd)

Employer and Location	Union	No. of Empls.
Sklar Furniture Ltd. (Chair Div.), Toronto	Upholsterers (AFL-CIO/CLC)	230
Solaray Division of Sunbeam Corp. (Canada) Ltd., Brantford	Textile and Chemical Union (CCU)	205
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.)	255
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	285
St. Joseph's Health Centre, Toronto	CUPE (CLC)	623
St. Joseph's Health Centre, Toronto	Ont. Nurses' Assn. (Ind.)	357
St. Joseph's Hospital, Guelph	CUPE (CLC)	210
St. Joseph's Hospital, Hamilton	CUPE (CLC)	718
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.)	619
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.)	352
St. Mary's of the Lake Hospital, Kingston	Employees' Assn. (Ind.)	211
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	473
St. Peter's Hospital, Hamilton	CUPE (CLC)	207
Steinberg Inc. (Ottawa Food Stores), Eastern Ontario	Food and Commercial Workers (AFL-CIO/CLC)	962
Stratford General Hospital	CUPE (CLC)	210
Sudbury General Hospital	CUPE (CLC)	300
Sudbury General Hospital	Ont. Nurses' Assn. (Ind.)	328
Sunnybrook Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	417
Thrush Inc., Toronto	United Steelworkers (AFL-CIO/CLC)	217
Toronto Eastern General and Orthopaedic Hospital	Ont. Nurses' Assn. (Ind.)	360
Toronto General Hospital	CUPE (CLC)	761
Toronto General Hospital	Ont. Nurses' Assn. (Ind.)	814
Toronto Western Hospital	CUPE (CLC)	546

Collective Bargaining Agreements Covering 200 or More Ontario Employees  
Expiring in September 1982 (Cont'd)

Employer and Location	Union	No. of Empls.
Toronto Western Hospital	Ont. Nurses' Assn. (Ind.)	587
Victoria Hospital, London	Ont. Nurses' Assn. (Ind.)	662
Wabasso Inc., Dunnville	Clothing and Textile Workers (AFL-CIO/CLC)	372
Welland County General Hospital	Ont. Nurses' Assn. (Ind.)	257
Wellesley Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	402
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC)	280
Windsor Western Hospital Centre (IODE Unit)	Ont. Nurses' Assn. (Ind.)	228
Women's College Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	219



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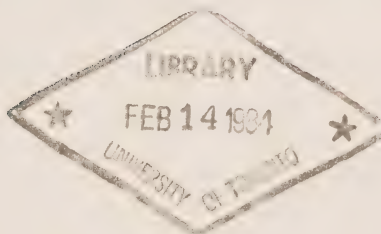


Ontario

LABOUR CANADA  
OTTAWA

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
AND NEGOTIATIONS IN ONTARIO  
September 1982



Prepared jointly by Labour Canada and the Ontario  
Ministry of Labour





## Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in September 1982 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in September 1982. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in October 1982.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

October 29, 1982



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## Highlights

Auto Industry Settlements. The historical bargaining pattern in the North American auto industry was significantly altered in 1982. The change resulted from the Canadian section of the United Auto Workers (UAW) taking a no-concession position in the recent round of contract bargaining which led to a breakdown of the union's traditional international bargaining framework.

For more than 20 years the UAW in Canada and the United States had similar clauses in their collective agreements. Since 1967, there also was wage and benefit parity in dollar terms between the industry's unionized work force in the two countries. Both were achieved by the union setting its common contract goals at an international bargaining conference and then obtaining a pattern settlement at one of the Big Three automakers in the U.S. Then UAW locals at the other two employers, as well other unions representing the firms' remaining workers, adapted the pattern to their particular needs. An initial breach in the industry's bargaining structure occurred in 1976, when the UAW and the financially troubled American Motors Corporation agreed to a one-year contract extension that was below the industry pattern. Since then, that Detroit-based company and the union signed three renewal agreements designed to restore compensation parity with General Motors and Ford by September 1983.

In the meantime, the union repeated its departure from the traditional bargaining procedure by approving on three occasions below-pattern settlements at Chrysler Corporation in order to help the ailing company. Initially, Chrysler employees in Canada refused to go along with the scaled-down settlements. The rejection brought about a decision to end the company-wide practice of international bargaining when the agreements open up in September 1982. However, in early 1981 Chrysler requested and obtained from the union further revisions of the existing contracts. The additional concessions were subsequently endorsed by both the American and Canadian units.

As a result, the current key negotiations in the auto industry were to involve only the three largest automakers - Chrysler Corporation, General Motors Corporation and Ford Motor Company and their Canadian subsidiaries - with contracts expiring September 14, 1982. The agreements covered about 700,000 UAW members in the U.S. and an additional 55,000 in Canada, with more than one-third of the total on indefinite layoff. However, due to the industry's continuing problems caused by the recession and intense foreign competition, the UAW executive board in the U.S. agreed in late 1981 to renegotiate the existing contracts at Ford and General Motors to help reduce an \$8 per hour cost advantage enjoyed by their Japanese competitors. The talks began in January 1982 amid the auto industry's worst slump in a half-century. The companies were looking for contract concessions worth about \$5 per hour in order to pare down their labour costs and prices. The talks centered on three issues - the size of concessions, the use of independent part suppliers (outsourcing) and the union's insistence that its economic sacrifices be equally shared by the firms' non-union staff. In addition, the union was seeking greater job security, profit-sharing and a provision allowing the reopening of negotiations whenever car sales improve dramatically.

The 1982 U.S. settlement pattern was established in February at Ford Motor Company of Detroit and a month later was confirmed by a similar pact at General Motors Corporation. The resultant agreements, running until September 14, 1984, superseded the existing contracts and represented a trade-off of wage and benefit concessions for jobs and job security.

The 31-month agreement at Ford abolished the 3 per cent annual wage increases for the company's 170,000 U.S. auto workers and eliminated bonus payments and 8 paid personal holidays per year. It also called for lower starting wage and benefit scales for newly hired workers. The contract retained the COLA formula, but deferred each COLA increase due in the first three quarters of 1982 for 18 months. The increases are to be restored gradually over three consecutive quarters beginning September 1983. The current benefit levels were maintained, but the loss of pay increases affected almost every wage-related fringe benefit, including insurance, pension and social security coverage. The settlement provided Ford with an estimated \$2 per hour or about \$1 billion worth of labour concessions. In return, the union won limits on plant closings, controls over contracting out work, a guaranteed income for high-seniority workers who are laid off, a strengthened supplemental unemployment benefit fund (SUB), profit sharing, a commitment by Ford to manage work force reductions by attrition and a pilot program in "life-time" employment at two of the company's plants.

A comparable contract at General Motors, providing savings of about \$2.5 billion over 29 months to the U.S. industry leader, was accepted by the UAW members by a slim majority of 52 per cent of those voting. The new agreement became effective April 12, 1982 and covered 470,000 active and laid-off workers. It included a 2 1/2-year wage freeze, deferred the next three cost of living adjustments and eliminated paid personal holidays. In exchange the corporation agreed to rescind four of its plant-closing decisions, increase benefits for laid-off workers, establish a profit sharing program, set up a legal services plan, and to limit its practice of farming-out work to non-union sources.

Chrysler Corporation, because of earlier concessions that put its 80,000 U.S. workers about \$2 per hour below the current rate at the other two automakers, did not participate in the U.S. industry's 1982 concession negotiations.

Unlike the union in the U.S., the Canadian UAW section was steadfastly opposed to the contract reopening proposals and took a no-concession stand contrary to the position adopted by its American counterpart. The Canadians maintained that contract concessions would not cure the industry's current problems, especially the poor auto sales and the state of the economy. They also contended that the Canadian auto companies have a cost advantage of up to \$5 per hour over the U.S. plants, because of the exchange value of the dollar and more extensive government-operated social programs in Canada. In light of the U.S. settlements, the union reaffirmed its original stance in spite of large job losses in the Canadian auto industry in recent years. In consequence, the Canadian autoworkers for the first time conducted the 1982 negotiations separately from their U.S. colleagues.

Among the union's priorities, adopted at the Canadian UAW bargaining conference held in May, were maintenance of the traditional annual improvement factor, a COLA escalator based on the Canadian inflation rate without any deferral of adjustments, and as well, retention of the existing paid personal holidays. The conference also sought to close the present wage gap at Chrysler, but made it clear that the industry's economic situation required realistic bargaining and ruled out new gains. It opposed the idea of a profit sharing plan tied to car sales which was approved by the U.S. workers as part of the cost-cutting concessions, but proposed additional income security measures without giving up existing benefits. Also, the union was willing to start negotiations ahead of schedule, but only on the condition that the existing contract terms will remain in effect until September 14, 1982.

Meanwhile, GM and Ford in Canada insisted on maintaining parity by adjusting the Canadian contracts to match those accepted by the union in the U.S. In addition, the employers proposed to revise work rules and practices proven to be wasteful. The changes would affect, among other things, the application of seniority for transfers and recalls. Following several weeks of opening negotiations on non-monetary matters, the union designated General Motors of Canada three weeks before the contracts' expiry date as a strike target, in an attempt to reach a settlement pattern for the Canadian auto industry sector. In consequence, GM negotiations accelerated and the company disclosed its economic proposals. The offer, consistent with the earlier American model, was promptly rejected by the union negotiators. With the strike deadline looming, GM submitted a revised set of proposals reflecting the Canadian situation. However, the company indicated that it was prepared to endure a long strike over the issue of paid personal holidays.

The eventual settlement was concluded in post conciliation bargaining and narrowly averted a walkout scheduled for midnight September 14 at the company's nine plants in Ontario and Quebec. A week later, the pact was overwhelmingly ratified by the 31,000 GM workers. The two-year agreement did not provide any general wage increases, but the existing cost-of-living provision (including a 25-cent "COLA travel") was continued for 18 months and revised as of March 1984. As a result, during the final six months of the contract the COLA formula will be based on the Canadian Consumer Price Index instead of the composite U.S.-Canadian Index. However, the existing and future COLA adjustments, as well as a special bonus of 28 cents per hour that will be added to the March 1984 calculation, will not be incorporated into the basic wages. The new terms also called for reduced starting rates for newly hired employees. The value of negotiated wage adjustments was estimated at about 9 per cent in the first year and 7.3 per cent in the second year, assuming inflation rates of 7 and 6 per cent in the U.S. and 10 and 8 per cent in Canada over the next two years. In exchange for the wage improvements, the union surrendered the annual improvement factor, an extra paid day in December 1982 and nine paid personal holidays per year beginning in 1983. Nevertheless, the workers retained three personal days off provided in the old agreement for the balance of 1982. The combined concessions represented an estimated saving for GM of \$78 million in payroll costs over the two years.



The new contract also provided some breakthroughs in other areas, particularly in layoff protection. It increased funding and extended benefits under the SUB plan and also called for a new severance pay plan for long-service workers affected by plant closings and better inflation protection for pensioners. Other changes included increased insurance coverage, a paid absence allowance program charged against vacation credits, additional health and safety training and provisions for retraining of employees affected by technological changes.

In the wake of the GM settlement, negotiations resumed at Ford Motor Company of Canada. The talks involved 12,000 assembly plant employees in five Ontario locations and 440 parts depot and office employees in Windsor and Bramalea. The two groups for the first time bargained simultaneously. The union treated the company as an economic equal of GM in terms of matching the established pattern and, in order to expedite the negotiations, set a strike deadline of midnight September 28. The bargaining was complicated by two contentious issues concerning the company's proposals for more flexibility in layoffs and the elimination of automatic increases for salaried employees. An eleventh-hour compromise on the two items led to a strike-free settlement. It was approved in early October by a substantial majority in separate ratification votes. The basic terms of the 23-month contract paralleled those accepted a week earlier at General Motors of Canada. In addition Ford agreed to establish at one of the Canadian facilities a life-time job security program, similar to that obtained by the union at the U.S. parent company.

The Canadian settlements continued the principle of base rates parity, but were superior to those negotiated by the UAW in the U.S. The new terms put the Canadian workers for the first time ahead of their U.S. counterparts who did not receive the special increase of 28 cents and agreed to the deferral of COLA payments. Taking into account projections of COLA payments in both countries, Canadian wage rates could lead U.S. rates by 32 to 43 cents during the life of the agreements. Despite that, the Canadian companies should remain competitive in relation to their parent companies because of lower benefit costs and the favourable difference in currency exchange.

With the Ford contracts ratified, the UAW turned its full attention to negotiations with Chrysler Canada. Those talks were suspended in mid-July, awaiting the outcome of the GM and Ford bargaining in Canada, as well as the results of separate negotiations between the U.S. wing of the union and Chrysler Corporation. The 9,600 Chrysler Canada employees, after agreeing to contract concessions two years ago, were earning about \$3 per hour less than employees at the other two automakers. In the current negotiations, the union intended to eliminate that difference and was prepared to strike if necessary to regain wage and benefit parity with the new Canadian contracts reached at GM and Ford. At the same time, the company did not offer a general wage increase or resumption of the COLA, but insisted on more concessions in the form of health care cost-sharing and revisions in seniority, layoff, recall rights, relief time and other provisions.

In other related developments, Mack Canada and the International Association of Machinists agreed in September on a one-year extension of their current agreement scheduled to expire on August 25, 1982. The new contract covered 297 assembly employees at the company's truck plant in Oakville. The settlement did not contain any general wage increases, but continued quarterly COLA payments based on a .36 adjustment factor. It also called for the inclusion of 85 cents from past COLA adjustments into hourly rates and for a diversion of 25 cents from the remaining \$1.47 COLA float to the pension plan.

Urban Transit Settlements. A three-month strike against Hamilton Street Railway Company and Canada Coach Lines by 850 members of the Amalgamated Transit Union (ATU) was ended September 10, 1982 with the acceptance by the parties of a settlement recommended by a dispute advisory committee. The settlement covered 850 drivers, mechanics and support workers of the two companies and 100 inspectors and office employees of the Hamilton Street Railway. It formed a basis for the renewal of three separate agreements that expired on March 31, 1982.

The operational employees walked out of their jobs on June 11 following a breakdown of mediated talks, while the inspectors and office employees joined them three weeks later. The main issue in the dispute was the employers' monetary proposal calling for no general wage increase and weakening of the existing COLA escalator by increasing the adjustment factor from .25 to .35. During the course of bargaining the companies revised the figure to .30, but insisted that any forthcoming adjustments be paid on a prorated basis. The union rejected the proposed revision and sought a general wage increase of 2 per cent, plus an additional 2 per cent for licensed tradesmen, in each year of a two-year contract.

The compromise settlement did not provide general wage increases in the first year, but effective April 1, 1982 incorporated into the wage rates \$1.96 generated by the COLA provision during the past two years. The COLA provision was maintained, but it limited any forthcoming adjustments to \$1.00 per hour in the first contract year and to 96 cents, with a minimum of 64 cents, in the second year. Similar COLA limits for the salaried unit were set at 10 per cent in the first year, and 9 with a minimum of 7 per cent in the second. Effective April 1, 1983 the new terms, in addition to the limited COLA payment, provided a general wage increase of one per cent for most of the employees and a two per cent for tradesmen. The value of the COLA adjustments and the pay increases was estimated at between 11 and 12 per cent in each of the two years depending on the inflation rate. Among other contract changes were higher shift, call-in and training payments, a revised sick leave plan and improvements in a number of allowances.

Another September settlement involved 300 ATU members employed by Mississauga Transit Department. The one-year agreement was settled in mediation and replaced a contract that expired June 30, 1982. It provided a general wage increase of 12 per cent and improvements in provisions governing shift premiums, weekly indemnity benefits, dental plan coverage and the safety glasses allowance.



The Hamilton and Mississauga workers were the first major groups to arrive at new settlements in the current bargaining round of the urban transit sector. The other two significant 1982 bargaining situations involved their counterparts in London and Ottawa-Carleton Region. The London negotiations affected 300 ATU members covered by an agreement due for renewal on June 30, 1982. The settlement was delayed by a number of contentious matters concerning wage increases, money-related fringe benefits, pensions and the transit commission's proposals respecting part-time employment. The issues were settled in mediation in late November. The resultant two-year agreement called for a general wage increase of 9 per cent retroactive to July 1, 1982 and an additional 5 per cent a year later. The increases were added to the existing wage rates which, for the purpose of calculation of new rates, were enlarged by a 90-cent past COLA float. However, under the approved terms, that COLA payment along with any future adjustments will be treated as an "add-on".

Notwithstanding negotiated agreements, the urban transit workers became subject to the provincial Inflation Restraint Act announced on September 21 and enacted on December 15, 1982. The new law imposed a 5 per cent limit on pay increases for public sector employees in the control year October 1, 1982 to September 30, 1983 and suspended collective bargaining. Under the provisions of the new Act, the first year increases in the Hamilton and London contracts will remain intact (because the settlements were reached before September 21), but the second year increases will be subject to a revision to reflect the 5 per cent limit. The one-year Mississauga agreement will be allowed to proceed for the negotiated period, but will be extended for 12 months beginning July 1, 1983 with a mandatory 5 per cent increase limit.

The outstanding contract dispute between Ottawa-Carleton Regional Transit Commission and the ATU remained unsettled as of the end of 1982 when the current contract expired. The talks reached an impasse in late November due to the parties' disagreement over the interpretation of provincial and federal wage control laws. The negotiations were further complicated by an attempt of an independent transit union to displace the ATU as a certified bargaining agent for the 1,750 bus drivers, dispatchers and mechanics. At that time, the company announced it will impose a contract based on the Ontario wage control provisions for 1983 and introduce a revised long-term disability plan. However, the union felt it should not be subject to the provincial law since the company is a federally-chartered body, nor it should be bound by the federal government's six and five wage control program, because its members are not employees of any agency of that government. To protest the negotiations' delays and the company's unilateral decision, the Ottawa workers staged a 24-hour walkout on January 14, 1983.

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BCL Canada Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	543
Canada Post Corp.	Postal Officials (Ind.) (postal supervisors)	576
Construction Site Teamster Employer Bargaining Agency, province-wide	Teamsters (Ind.)	572
Cooper Canada Ltd., Toronto	Glass, Pottery and Plastic Workers (AFL-CIO/CLC) (plant and warehouse empls.)	544
The Cooper Tool Group Ltd., Port Hope	United Steelworkers (AFL-CIO/CLC)	539
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	548
Durham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	549
Etobicoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	570
Fittings (1980) Inc., Oshawa	United Steelworkers (AFL-CIO/CLC)	538
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	550
General Motors of Canada Ltd., London, Oshawa, St. Catharines, Scarborough, Windsor and Woodstock, Ont. and St. Eustache and St. Therese, Que.	Auto Workers (AFL-CIO/CLC) (plant empls.)	539
Government of Canada (Treasury Board)	Cdn. Professional and Technical Employees (Ind.) (translation group)	567
Government of Canada (Treasury Board)	Council of Graphic Arts Unions (4 AFL-CIO/CLC unions) (printing operations group, non-supervisory empls.)	576
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Government of Canada (Treasury Board)	PSAC (CLC) (library science group)	580
Great Lakes Forest Products Ltd., Dryden	Cdn. Paperworkers (CLC) (mill, woodlands and chemical operations empls.)	537
Halton Regional Municipality, Halton Centennial Manor Home for the Aged, Milton	Cdn. Operating Engineers (CCU)	565
Hamilton Street Railway Co. and Canada Coach Lines, Hamilton	Transit Union (AFL-CIO/CLC) (hourly-rated and salaried empls.)	545
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	550
Labourers' Employer Bargaining Agency, province-wide	Labourers (AFL-CIO)	573
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	551
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	552
Loblaws Ltd., Ottawa, Toronto and points throughout southern Ontario	Food and Commercial Workers (AFL-CIO/CLC) (full and part-time empls.)	547
MacMillan Bloedel Ltd., Sturgeon Falls Div.	Cdn. Paperworkers (CLC)	578
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# KNITTING MILLS

National Knitting Mills Co. Ltd at Toronto - Local 1865, Clothing and Textile Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from December 1, 1982 to November 30, 1983, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Dec. 1/82</u>
General Increase		2%
General Hand		\$4.42 (\$4.33)
Knitter		\$7.74
Fixer A		(\$7.59)

# PAPER AND ALLIED

American Can of Canada Inc. (Mill Department) at Marathon - Local 548, United Paperworkers (AFL-CIO/CLC) (550 production and maintenance employees): A 24-month renewal agreement effective from May 1, 1982 to May 1, 1984, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>May 1/82</u>	<u>May 1/83</u>
General Increases		20¢ per hour plus 12%	10%
Additional Adjustments		25¢ per hour prior to general increase for Journeyman "A", Head Tradesman, Hoisting Engineer and Bleach Plant 1st Helper; 45¢ per hour for Bleach Plant Operator and 15¢ per hour for Bleach Plant 2nd Helper	
Labourer		\$11.38 (\$9.96)	\$12.52
Mechanic		\$12.80 (\$11.23)	\$14.08
Journeyman "A"*		\$14.91 (\$12.86)	\$16.40
Head Tradesman (except Chemical Plant)		\$15.36 (\$13.26)	\$16.90

\*Ordinary trades Journeyman rate - 92% of Journeyman "A" rate.

Pay Rate (new):	Effective September 28, 1982, all newly hired seasonal and temporary employees, excluding Journeyman Tradesmen, will receive \$1 per hour less than their classification rate for the first 480 hours of pay. No employee will serve more than one such period unless he resigned or failed to respond to recall.
Hours of Work:	40 per week (unchanged).
Overtime Pay:	An employee required to go on duty on a scheduled day off shall receive a minimum of 6 hours pay at straight time (time and one-half).
Call-In Pay:	Day workers receive one hour off, rest period, for every hour worked in excess of their normal day shift between midnight and 8 a.m., providing the work commenced prior to 4 a.m. (new).
Shift Premium:	0-30¢-40¢ (0-25¢-30¢)
Paid Holidays:	5 designated days plus 8 floating days (unchanged).
Paid Vacation:	Effective January 1, 1984, 3 weeks after 4 (5) years' service, not to be taken prior to May 1, 1984. Also, 2 weeks after 1 year, 4 weeks after 10 years, 5 weeks after 22 years and 6 weeks after 27 years (unchanged).  <u>Supplementary Vacation</u> - An additional 6 (4) hours' pay for each week taken during May, June or January.
Bereavement Leave:	5 (3) days' paid leave for mother and father and 3 days (new) for step-mother, step-father, daughters and sons-in-law.
Health and Welfare:	<u>Provincial Medicare</u> - Employer contributes \$27 (\$20) per month single and \$54 (\$40) married.  <u>Life Insurance and A.D. &amp; D.</u> - \$25,000 (\$20,000) basic coverage paid by employer. \$25,000 (\$20,000) supplementary coverage paid by employee at 40¢ per \$1,000.  <u>Life Insurance for Retirees</u> - \$5,000 to employees retiring on or after May 1, 1982, which is reduced annually by \$500 for 5 years after which it remains at \$2,500 (\$2,500 from date of retirement).  <u>Long Term Disability</u> - Eligible dependants to include unmarried children under 25 in full-time attendance at specialized schools, universities and colleges; also disabled or mentally retarded children of any age who are totally dependant for financial support.  <u>Dental Plan</u> - Effective October 1, 1982, coverage is based on the 1981 (1979) Ontario Dental Association fee schedule.
Pension Plan:	10% increase to pensions accrued by current active employees as at December 31, 1972. 7% (3%) interest on basic contributions made on or after September 28, 1982.  Employees retiring on or after May 1, 1982, will receive 182 hours straight time pay in lieu of their first months regular pension.

Education Allowance (new):	Third Class Operating Engineer's Certificate must be provided within 36 months of employment. Reimbursement of \$150 by the company shall be paid to the employee upon presentation of his third class ticket. Employee failing to meet this requirement will be transferred and subject to seniority lay-off situations.
Safety Footwear Allowance:	Effective January 1, 1983, \$30 (\$12) per year, maximum 1 (2) pair per year.
Prescription Safety Glasses (new):	\$25 per year toward the purchase, repair or replacement.

Great Lakes Forest Products Limited at Dryden - Locals 105 and 1323, Canadian Paperworkers (CLC) (1,466 mill, woodlands and chemical operations employees): A 24-month renewal agreement\* effective from September 1, 1982 to August 31, 1984, settled with mediation assistance. Duration of negotiations - 4 months.

\*Previously, the chemical operations represented by Local 105, had a separate agreement.

Wages:	Effective	Sept. 1/82	Sept. 1/83
	General Increases	12%	10%
	Skilled Trades Adjustments	20¢ per hour applied prior to wage increase, for Journeyman "A" and above, including Painters	
	Labourer	\$11.38 (\$10.16)	\$12.52
	Truck Driver (tandem axle)	\$11.70 (\$10.45)	\$12.87
	Journeyman "A"	\$14.80 (\$13.01)	\$16.28
	Electronic and Communication Electrician	\$14.97 (\$13.17)	\$16.47

Hours of Work:	40 per week for dayworkers and 42 for shift workers (unchanged).
Shift Premium:	0-30¢-40¢ (0-25¢-30¢).
Other Premium Pay:	<u>Wire Clause - Kraft Mill (new)</u> - Time and one-half for time spent putting on wire and a minimum of 6 hours at straight time if called in.
Paid Holidays:	6 designated days plus 1 to 6 floating days (unchanged).
Paid Vacation:	Effective January 1, 1983, 5 weeks after 20 (22) years' service. Also 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 10 years, 6 weeks after 25 years and 7 weeks after 30 years (unchanged).

Vacation Pay:	An additional 4 hours pay for each week taken between November 1, and April 30 excluding December (previously January 1 to April 30).
Bereavement Leave:	3 days' paid leave for death of brother-in-law or sister-in-law (new).
Jury Duty Leave:	Provision applies to employees with 3 (6) months' service.
Health and Welfare:	<p>Life Insurance - Effective October 1, 1982, premium costs for \$35,000 coverage paid by employer (Previously \$25,000 coverage - \$10,000 paid by company and the balance of 30¢ per \$1,000 paid by employee). An additional voluntary policy of \$15,000 introduced, with a premium cost of 30¢ per \$1,000 to the employee and the balance paid by employer (new).</p> <p>Dental Plan - Effective October 1, 1982, coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Effective September 1, 1983, the 1982 ODA fee schedule. Coverage to include dependant children to the age of 25, if attending trade school or university on a full-time basis (new).</p>
Pension Plan:	<p>Benefit Formula - Amended to provide for employee retiring after September 1, 1982 and before August 31, 1984, a pension equal to the greater of</p> <p>a) accrued benefits under the terms of the former plan as at September 1, 1982, up to retirement date</p> <p>or</p> <p>b) a final average earnings formula based on 1% of \$13,100 plus 1.65% of 1980 earnings minus \$13,100 times years of service to retirement date. Formula is updated 1 year based on earnings of \$14,700 for employee retiring between September 1, 1983 and August 31, 1984.</p> <p>Early Retirement Bridging Supplement - \$16 (\$11) special temporary monthly benefit payable per year of credited service to a maximum of 30 yeears.</p>
Safety Footwear Allowance:	\$25 per year for employees who have completed six months of continuous service. Payment to be made in December of each year.
Tool Allowance:	Employer pays 50% of cost of metric tools, if required by company (previously paid the difference between the Government allowance and cost).

#### PRIMARY METAL

Fittings (1980) Inc. (formerly Pedlar Lastings Division of Pedlar Industrial Inc.)  
at Oshawa - Local 1817, United Steelworkers (AFL-CIO/CLC): A  
12-month extension agreement effective from May 1, 1982 to April 30, 1983, covering \*226 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

\*Includes 66 employees currently on lay-off status.

Wage rates are not shown because no monetary changes were negotiated.



# METAL FABRICATING

The Cooper Tool Group Limited at Port Hope - Local 6497, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 1, 1982 to June 1, 1985, covering 250 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 1/82</u>	<u>June 1/83</u>	<u>June 1/84</u>
	COLA Fold-in	\$1.45		
	General Increases	65¢	35¢	35¢
	Skilled Trades Adjustments	25¢	25¢	25¢
	General Labourer	\$8.27 (\$6.17)	\$8.62	\$8.97
	Electrical Technician	\$10.82 (\$8.47)	\$11.42	\$12.02

**Cost of Living Allowance:** Effective June 1, 1983, annual comparisons of 1¢ for each full 0.4 point increase in the Consumer Price Index - 1971=100, using June as the base. Capped at 35¢ in each of the second and third contract years. (Previously, no cap).

**Paid Holidays:** One floating day is added for a total of 12 days.

**Health and Welfare:** Life Insurance - Effective January 1, 1983, \$10,000 (\$9,000) coverage. Effective January 1, 1984, \$11,000 coverage.

Weekly Indemnity - Effective January 1, 1983, maximum benefit increases to \$150 (\$145) per week. Effective January 1, 1984, \$155 per week.

Long Term Disability - Effective January 1, 1983, maximum benefit increases to \$95 (\$90) per week. Effective January 1, 1984, \$100 per week.

**Pension Plan:** Basic Benefit - Effective January 1, 1983, \$9.75 (\$9.50) per month per year of service. Effective January 1, 1984, \$10 per month per year of service.

# TRANSPORTATION EQUIPMENT

General Motors of Canada Ltd. at London, Oshawa, St. Catharines, Scarborough, Windsor, and Woodstock, Ont. and St. Eustache and St. Therese, Que. - Various locals, United Auto Workers (AFL-CIO/CLC) (31,000 plant employees): A 24-month renewal agreement effective from September 20, 1982 to September 14, 1984, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

**Wages:** No increase in rates that were in effect at the conclusion of the previous agreement.

Line Assembler \$9.63

Tool and Die Maker \$11.81



Hiring-In Rates:	Start rate is 85% of job rate; progresses at 5% increments every 6 months to 100% of job rate. (Previously started at 60¢ below job rate and progressed to full job rate after 90 days.)
Cost of Living Allowance:	<p>The \$2.20 still floating at the conclusion of the previous agreement will continue as a float. Effective September 15, 1982, a 25¢ "COLA travel"* is added. COLA formula for the period September 1, 1982 to December 1, 1983, covering 5 quarterly calculations, will be based on the existing formula of 1¢ per 0.26 point change in the 1967=100 Combined United States/Canada CPI. (COLA diversion requirement under the previous agreement eliminated.)</p> <p>The remaining 2 calculations, March 1, 1984 and June 1, 1984, will be based on a new all Canadian Index - 1969=100. A special 28¢ bonus will be added to the March 1, 1984 COLA calculation. No scheduled fold-in of any COLA monies during the agreement.</p> <p>*Considered to consist of the 23¢ COLA that would have been forthcoming for the period June 1, 1982 to September 1, 1982 had the previous formula been extended to cover this quarter, less 3¢ to compensate for the special lump sum pension payment provided by the new agreement, plus 5¢ in lieu of a retraining fund provided for in the last U.S. GM/UAW settlement.</p>
Hours of Work:	40 per week (unchanged).
Paid Holidays:	December Sunday holiday eliminated leaving 6 designated days plus the Christmas holiday period running from Christmas Eve through New Year's Day for a total of 12 paid days per year (unchanged). Previous agreement had a total of 43 days over the life of the contract.
Paid Personal Holidays:	Effective January 1, 1983, all PPH days eliminated. (Of the 9 days provided by the previous agreement for 1982, 4 remain outstanding and will be honoured.)
Paid Vacation:	<p>2 weeks after 1 year's service, 2 1/2 weeks after 3 years, 3 weeks after 5 years, 3 1/2 weeks after 10 years, 4 weeks after 15 years and 5 weeks after 20 years (unchanged).</p> <p>Effective January 1, 1983, 1 week of vacation may be used in the form of 40 hours' Paid Absence Allowance. Employee may elect to use 4 hour segments to attend to personal business or to take as vacation days.</p>
Health and Welfare:	<p><u>Life Insurance</u> - Coverage varies by hourly rate. Although there is no scheduled fold-in of COLA during this agreement, for purposes of establishing the level of life insurance coverage, wage rates will be applied as though \$2.39 COLA had been incorporated. Maximum coverage increases to \$37,500 (\$30,000).</p> <p><u>Extended Disability Benefits</u> - \$100 (\$50) per month for workers disabled prior to January 1, 1974 ineligible for CPP/QPP benefits.</p>
Pension Plan:	<p><u>Supplementary Benefit</u> - \$15 times years of service to a maximum of 30 (25) years, in addition to basic benefits paid until age 65.</p>

Special Pension Payment (new): \$300 lump sum payment for all pensioners on January 1, 1983 and January 1, 1984; \$180 for all surviving spouses on each of these dates.

Travel Allowance: 15¢ (11¢) per kilometer for travel for a medical exam to determine disability.

Supplemental Unemployment Benefit Plan: Long Term Lay-off - 104 (52) weeks of SUB coverage and medical benefit coverage for employee with 10 or more years of service.

Termination Payment Plan (new) - Re: Total and Permanent Plant Closure - Employee with 10 or more years of service is eligible for a lump sum payment following exhaustion of 104 weeks of SUB. Amount of payment ranges from \$10,500 for employee with 10 to 15 years of service to \$17,500 for employees with 25 years. Recall rights waived upon acceptance of payment.

Re: Partial Discontinuance of an Operation - Employee permanently laid off and having 15 or more years of service receives 104 weeks of SUB plus the lump sum payment as described above.

Advanced Credit Fund - \$15 million additional funding added.

Mack Canada Inc., Oakville Assembly Plant - Local 717, Machinists (AFL-CIO/CLC): A 12-month extension agreement effective from August 26, 1982 to August 5, 1983, covering 297 employees\*, settled at the bargaining stage. Duration of negotiations - 2 months.

\* Includes 87 employees currently on lay-off status.

Wages:	Effective	<u>August 26/82</u>
	COLA Fold-in	85¢
	Tool Crib	\$10.38-\$10.60
	Attendant	(\$9.53-\$9.75)
	Maintenance	\$11.45-\$11.67
	Electrician	(\$10.60-\$10.82)

Maximum rates are reached upon completion of probationary period of 60 days worked.

Cost of Living Allowance: 85¢ of the \$2.325 cost of living allowance generated under the previous agreement is folded into wages, and 25¢ is diverted to the Union Pension Plan effective August 26, 1982, leaving a float of \$1.225.

1¢ per 0.36 point change in the Consumer Price Index - 1971=100, using July, 1980 as the base index month. Adjusted quarterly. (Basic formula is unchanged.)

# ELECTRICAL PRODUCTS

Phillips Cables Limited at Brockville - Local 510, Electrical Workers (IUE)  
(AFL-CIO/CLC): A 24-month renewal agreement effective from July 29, 1982 to July 28, 1984, covering 450 employees, settled during a work stoppage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	July 29/82	July 29/83
	COLA Fold-in	\$1.34	
	General Increases	7%	6%
	Labourer (Wire Mill)	\$9.61-\$9.75 (\$7.64-\$7.77)	\$10.19-\$10.34
	Maintenance Mechanic Gr. 2	\$10.97-\$11.30 (\$8.91-\$9.22)	\$11.63-\$11.98
	Maintenance Technician (Electrical Services)	\$11.92-\$12.25 (\$9.80-\$10.11)	\$12.64-\$12.99

Probationary period is 50 days or 400 hours worked, whichever occurs first. Maximum rates are reached on the basis of 5 cents per hour for each subsequent 10 consecutive payroll weeks in the classification.

Cost of Living Allowance: \$1.34 of the \$1.56 generated under the previous agreement is folded into wages on July 29, 1982, leaving a float of 22¢.

1¢ for each 0.34 increase in the Consumer Price Index - 1971=100 (unchanged), using July, 1982 as the base index month in the first contract year, and July, 1983 in the second year. Triggered at 6% in the first contract year, and 5% in the second year. Adjusted quarterly. (Previously, no triggers.)

Paid Vacation: 6 weeks (new) after 35 years' service.

Health and Welfare: Hospitalization - Employer pays 100% of cost for semi-private (unchanged) and contributes \$16.70 (new) towards the difference in cost between semi-private and private accommodation.

Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective in 1983, the 1983 ODA fee schedule. Effective in 1984, the 1984 ODA fee schedule.

Pension Plan: Basic Benefit - Effective January 29, 1982, \$11.70 (\$10.50) per month per year of service.

Early Retirement - Non-actuarially reduced pension at 90 (92) - age plus service years.

Death Benefit - Surviving spouse receives 50% (unchanged) of what the pension would have been provided the employee was age 60 or over and had 10 years' vested pension (previously 32 years' service).

Meal Allowance: \$2.80 (\$2.50) on short notice.  
Safety Shoe Allowance: \$25.60 (\$23) per pair.

#### CHEMICAL AND CHEMICAL PRODUCTS

BCL Canada Inc. at Cornwall - Local 1332, Clothing and Textile Workers (AFL-CIO/CLC):  
A 12-month renewal agreement effective from July 1, 1982 to June 30, 1983, covering 230 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 1/2 months.

Wages	Effective	<u>July 4/82</u>
	General Increase	80¢
	Sorter/Wrapper	\$9.25 (\$8.45)
	Electrician	\$10.69 (\$9.89)

Pension Plan: Basic Benefit - \$6.50 (\$6.25) per month per year of service.

#### MISCELLANEOUS MANUFACTURING

Woodbridge Foam Corporation at Woodbridge - Local 1438, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1982 to June 30, 1984, covering 300 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/82</u>	<u>July 1/83</u>
	General Increases	6%	5%
	Class 2 "C" (includes Packer)	\$7.35 (\$6.93)	\$7.72
	Craftsman "AA" (Electrician/Electronics)	\$11.26 (\$10.62)	\$11.82

Previous rate for Craftsman "AA" reflects an inequity adjustment made to skilled trades rates in the fall of 1980, based on a community comparison.

Cost of Living Allowance: 52¢ generated under the previous agreement continues to float.  
1¢ for each 0.5 point change in the Consumer Price Index - 1971=100. To be adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-28¢-35¢ (0-26¢-31¢). Effective July 1, 1983, 0-30¢-37¢.

Paid Vacation: 5 weeks after 23 (25) years' service.



Health and Welfare:	<u>Life Insurance</u> - Effective July 1, 1983, \$12,000 (\$10,000) coverage.
Pension Plan:	<u>Basic Benefit</u> - Effective July 1, 1983, \$8 (\$7) per month per year of service.  <u>Death Benefit (new)</u> - Surviving spouse receives 50% of what the pension would have been had the deceased employee actually retired after becoming eligible for early retirement at age 55 or more with 10 years or more of eligible service.
Clothing Allowance:	Employer contributes \$32 (\$25) per year for employee with one year's service. Effective July 1, 1983, \$40.
Meal Allowance:	\$4 (\$3.75). Effective July 1, 1983, \$4.40.
Safety Shoe Allowance:	Employer contributes \$40 (\$30) per year for employee with 3 months' service.
Tool Allowance:	Employer contributes \$80 (\$75) per year for maintenance employee with more than one year's service. Effective July 1, 1983, \$85.

Cooper Canada Ltd. at Toronto - Local 366, Glass, Pottery and Plastic Workers\* (AFL-CIO/CLC) (700 plant and warehouse employees): A 24-month renewal agreement effective from July 7, 1982 to July 6, 1984, settled with mediation assistance. Duration of negotiations - 5 months.

\*Effective July 28, 1982, the Pottery Workers merged with the Glass Bottle Blowers Association to form the Glass, Pottery and Plastic Workers Union.

Wages:	Effective	<u>July 7/82</u>	<u>Jan. 5/83</u>	<u>July 6/83</u>	<u>Jan. 4/84</u>
General Increases		24¢	25¢	25¢	24¢
<u>Non-Incentive Rates*</u>					
Labour Grade 1 (includes Bench Worker)	\$4.81-\$5.23 (\$4.57-\$4.99)	\$5.06-\$5.48	\$5.31-\$5.73	\$5.55-\$5.97	
Mechanic III	\$7.67-\$8.17 (\$7.43-\$7.93)	\$7.92-\$8.42	\$8.17-\$8.67	\$8.41-\$8.91	

\*Incentive employees receive commensurate increases but the amounts are proportional between their base rates and bonus schedule.

Hours of Work:	40 per week (unchanged).
Paid Holidays:	11 days (unchanged).
Paid Vacation:	1 week with 4% of earnings after 6 months' service, 2 weeks after 1 year, 3 weeks after 7 years, 4 weeks after 15 years and 5 weeks after 20 years (unchanged).



Health and Welfare: OHIP - Employer pays 80% of the July 1982 (1980) premium schedule.

TRANSPORTATION

Hamilton Street Railway Company and Canda Coach Lines at Hamilton - Locals 107 and 185, Transit Union (AFL-CIO/CLC) (850 hourly-rated and salaried employees): Three 24-month renewal agreements effective from April 1, 1982 to March 31, 1984, settled during a work stoppage\*. Duration of negotiations - 9 months.

\*Settled with the assistance of an Ontario appointed Independent Disputes Advisory Committee.

Wages:	Effective	Apr. 1/82	Apr. 1/83
	COLA Fold-in	\$1.96	
	Increase		2% for tradesmen; 1% for all others
	Job Group 1 (includes Janitor)	\$8.98-\$9.97 (\$7.02-\$8.01)	\$9.07-\$10.07
	Job Group 5 (includes Operator)	\$10.00-\$11.19 (\$8.04-\$9.23)	\$10.10-\$11.30
	Job Group 9 (includes Auto Mechanic)	\$10.62-\$11.92 (\$8.66-\$9.96)	\$10.83-\$12.16

Cost of Living Allowance: Hourly-rated Employees - 1¢ per 0.25 point increase in the Consumer Price Index-1971=100, calculated quarterly. Capped at \$1 in the first year with no minimum, and 96¢ in the second year with minimum payment of 64¢. (Previous formula similar except no specified minimum or maximum.)

Salaried Employees - 1% per 1%, same basis as above but subject to a cap of 10% with no minimum in the first year and 9% cap with a minimum of 7% in the second year. (Previous formula similar except no specified minimum or maximum.)

Hours of Work: Hourly-rated Employees - 40 per week; Salaried Employees - 37 1/2 (unchanged).

Shift Premiums: Maintenance Employees - Effective September 10, 1982, 0-22¢-29¢ (0-20¢-26¢). Effective April 1, 1983, 0-24¢-32¢. Operators - Effective September 10, 1982, 22¢ (20¢) per hour for a shift in which a scheduled run concludes at 11.01 p.m. (12.01 a.m.) or later. Salaried Employees - 1% of daily rate for shifts starting after 3:30 p.m. (new).

Operator Training Premium: Effective September 10, 1982, 52¢ (47¢) per hour when in charge of trainees. Effective April 1, 1983, 57¢.

Call-in Pay: Effective September 10, 1982, minimum 4 hours straight time. (Previously, 3 hours for call-ins during day and 4 hours during night.)

Paid Holidays:	11 days (unchanged).
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 3 years, 4 weeks after 10 years, 5 weeks after 17 years and 6 weeks after 25 years (unchanged). Effective 1983, qualifying date for determining length of service will be made as of June 30 (December 31).
Health and Welfare:	<u>Life Insurance</u> - Effective following ratification, employer pays 100% of premium costs for \$5,000 (\$3,000) coverage.  <u>Weekly Indemnity Plans (newly structured)</u> - Employer receives all ensuing UIC rebates as a result of cancellation of the previous UIC integrated type plan. Employer pays 100% of premium costs for the following plans:  <u>Short Term Coverage</u> - Effective in 1983, pays 60% of employee's regular salary for up to 40 weeks. Details subject to contract letting.  <u>Long Term Coverage</u> - Effective in 1983, pays 50% of employee's regular salary from 41st week. Details subject to contract letting.  <u>Dental Plan</u> - Coverage continues to be based on the current Ontario Dental Association fee schedules.
Meal Allowance:	Effective September 10, 1982, \$5.20 (\$4.70) for maintenance employees required to work 3 or more hours of overtime. Effective April 1, 1983, \$5.70.
Parcel Delivery Allowance:	Effective September 10, 1982, 14¢ (10¢) per delivery of a revenue department parcel to its last destination.
Report Writing Allowance (new):	Applies in the case of reports made outside of regular shift concerning accidents or incidents. \$2 if report includes names of 2 or more witnesses; \$1 if 1 witness.
Safety Boot Allowance:	Effective December 1, 1982, \$48 (\$24). Effective December 1, 1983, \$53.
Tool Allowance:	Effective September 10, 1982, \$57, \$36 or \$22 per year depending on classification or option (new) of 7% of cost of approved tool list. Effective December 1, 1983, \$63, \$40 or \$24 or option of 7%. (Previously no option, \$52, \$33 or \$20 depending on classification.)
Uniform Cleaning Allowance:	\$45 (\$40) per year for Canada Coach Line Drivers.

NOTE: The second year of the agreement is subject to amendment as a result of pending provincial legislation (Bill 179).

Mississauga City Corporation, Transit Department - Local 1572, Transit Union (AFL-CIO/CLC): A 12-month renewal agreement effective from July 1, 1982 to June 30, 1983, covering 300 employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>July 1/82</u>
	General Increase	12%
	General Serviceman	\$9.65 (\$8.62)
	Operator	\$11.72 (\$10.46)
	Licensed Mechanic/ Bodyman	\$12.47 (\$11.13)
Shift Premium:	30¢ (25¢) per hour for garage employee.	
Sunday Shift Premium:	\$2.75 (\$2.50) for Licensed Mechanic, \$2.50 (\$2.25) for Operator and \$2.25 (\$2.00) for all other employees.	
Health and Welfare:	<u>Weekly Indemnity</u> - Benefits increase to \$262 (\$234) per week.	
	Dental Plan - Effective September 27, 1982, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Employer pays 50% of premium costs for optional orthodontic coverage to a maximum of \$1,000 per year or \$2,000 per lifetime, with 50% co-insurance on certain services and deductibles of \$25 per year single and \$50 per year family. Employer pays 50% of premium costs for restorative coverage to a maximum of \$1,000 per year.	
Prescription Safety Glasses:	Employer pays \$45 every two years, where required. (Previously, employer supplied 1 pair of basic glasses, where required every two years.)	

# RETAIL TRADE

Loblaws Ltd. at Ottawa, Toronto and points throughout southern Ontario - Locals 175,  
633, 206 and 486, Food and Commercial Workers (AFL-CIO/CLC)  
(1,200 full-time and part-time employees): Three 24-month  
renewal agreements effective from May 1, 1982 to April 30, 1984,  
settled with mediation assistance. Duration of negotiations - 7  
months.

Wages:	Effective	<u>May 3/82</u>	<u>May 2/83</u>
	COLA Fold-in	30¢	
	<u>General Increases*</u>		
	Full-time employees	\$1.05	\$1.05
	Part-time employees	75¢	75¢
	<u>Top-of-Progression Rates for</u> <u>Full-time Employees Hired</u> <u>Subsequent to October 19,</u> <u>1980**</u>		
	Cashier, Service Clerk, Meat Clerk or Wrapper	\$11.21 (\$9.86)	\$12.26

	<u>May 3/82</u>	<u>May 2/83</u>
Meat Cutter (days)	\$12.21	\$13.26
24 (30) months	(\$10.86)	
<u>Top-of-Progression Rate</u> <u>for Part-time Employees</u>	\$8.965 (\$7.915)	\$9.715

\*Increases are prorated for employees hired after ratification in accordance with industry practice.

\*\*Rates are slightly higher for employees hired prior to October 20, 1980.

Inequity Adjustment - Effective September 27, 1982, 20¢ per hour for Night Crew Chiefs.

Cost of Living Provision:

Inoperative.

Hours of Work:

37 per week for full-time employees (unchanged).

Paid Holidays:

9 statutory days plus 1 personal holiday (unchanged).

Paid Vacation:

1 day per month of service up to 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 9 years, 5 weeks after 16 years, 6 weeks after 25 years and 7 weeks after 30 years (unchanged).

Health and Welfare:

Optical Plan (Part-time Employees) (new) - Effective following ratification, \$80 allowance every 2 years provided employee has 2 years of continuous service and has worked a minimum of 400 hours in the previous year.

Transportation Allowance:

Effective September 27, 1982, 35¢ (26¢) per mile with a minimum reimbursement of \$3.50 (\$3). Applied for employees temporarily transferring to store greater than 10 miles distance from the home store.

Job Security:

Locals 175 and 633 have been assigned minimum levels of employment guarantees per city (new). Locals 206 (London) and 486 (Ottawa), already have such guarantees.

#### EDUCATION AND RELATED SERVICES

Dufferin-Peel Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.) and Association des Enseignants Franco-Ontariens (Ind.) (1,820 employees): A 12-month agreement on wages as a result of a re-opener provision, effective from September 1, 1982 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:

Effective

Sept. 1/82

General Increase

11.65%

Teacher-Level 1  
0-6 years

\$14,950-\$22,110  
(\$13,390-\$19,800)



Sept. 1/82

Teacher-Level 4 \$19,490-\$32,640  
0-10 years (\$17,460-\$29,230)

Teacher-Level 7 \$24,520-\$40,190  
0-12 years (\$21,960-\$36,000)

Principal - 3 levels. Overall range, \$40,810 (\$36,555) for Level 5 with 0 years of experience to \$49,330 (44,179) for Level 7 with 4 years of experience.

Special Principal Allowances - Intermediate Schools - \$2,750 (\$2,500). Non-Intermediate Schools with 800-949 students - \$2,200 (\$2,000); with 950 or more students - \$2,750 (\$2,500).

Responsibility Vice-Principal - \$4,500 (\$4,080).  
Allowances: Co-ordinator - \$4,000 (\$3,450).  
Consultant - \$2,800 (\$2,550).  
Resource Teacher - \$1,600 (\$1,400).

Health and Dental Plan - Coverage to be based on the 1983 (1981) Ontario  
Welfare: Dental Association fee schedule when available.

Durham Region Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 454 employees, settled at the bargaining stage. Duration of negotiations - 6 1/2 months.

Wages: Effective Sept. 1/82  
General Increase 9%  
Teacher-Level 1 \$15,510-\$21,878  
0-6 years (\$14,229-\$20,072)  
Teacher-Level A1 \$18,865-\$31,766  
0-11 years (\$17,307-\$29,143)  
Teacher-Level A4 \$22,715-\$39,810  
0-13 years (\$20,839-\$36,523)

Principal

"B" School 108%-114% of Teacher -  
0-3 years Level A4 maximum  
(107%-113%)

Responsibility French as a Second Language Teacher - Basic Elementary  
Allowance: Certificate - \$286; Intermediate Certificate - \$572 (new)  
Specialist Certificate - \$858 (new). (Previously, flat rate of \$286).

Sick Leave: Employee receives a cash bonus of 20% (25%) of accumulated days in excess of 200, in lieu of credit for such days being carried forward to the credit of the teacher.



Effective September 1, 1983, cumulative sick leave credits gratuity payable to retirees to be capped.

Health and  
Welfare:

Life Insurance and A.D.& D - \$70,000 (\$42,000) coverage.

Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

"4 over 5 Years"  
Leave Plan (new):

Employee may elect to be paid at 80% of salary over 5 years in order to have the option of teaching 4 years and taking 1 year's leave of absence.

Frontenac-Lennox and Addington County Roman Catholic Separate School Board - Ontario

English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 245 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:

Effective	<u>Sept. 1/82</u>
General Increase	10.6%
Teacher-Category D 0-6 years	\$14,390-\$20,878 (\$13,011-\$18,877)
Teacher-Category A1 0-11 years	\$18,631-\$31,441 (\$16,845-\$28,428)
Teacher-Category A4 0-12 years	\$22,291-\$38,761 (\$20,155-\$35,045)

Responsibility  
Allowances:

Principal - \$5,750 (\$5,300)  
Vice-Principal - \$2,700 (\$2,500) plus \$225 for Vice-Principal with responsibility for grades 9 and 10 (new).  
Senior Teacher - \$865 (\$800).  
Consultant - \$2,700 (\$2,500).

Parental  
Leave:

2 (1) days' paid leave for the birth or adoption of a child.

Union  
President:

Up to a maximum of 20 (6) days' paid leave to attend to union business.

Health and  
Welfare:

Life Insurance - \$70,000 (\$60,000) coverage.

Travel  
Allowance:

20¢ (16¢) per kilometer.

Kent County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.)  
(570 employees): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/82</u>
	Average Increase	9.74%
	Teacher-Category 1 0-5 years	\$14,375-\$20,000 (\$13,100-\$18,225)
	Teacher-Category 4 0-10 years	\$18,710-\$31,710 (\$17,050-\$28,900)
	Teacher-Category 7 0-11 years	\$22,245-\$39,900 (\$20,300-\$36,360)
	Principal 0-3 years	\$43,125-\$48,060 (\$39,300-\$43,800)

Responsibility Allowances:	Vice-Principal - \$3,000 (\$2,800)
	Supervisor - \$3,000 (\$2,500)
	Co-ordinator - \$4,500 (\$2,800)

Health and Welfare: Dental Plan - Employer pays monthly premium for all enrolled full-time employees to a maximum of \$13.14 per family membership and \$5.38 per single membership. (Previously, paid 60%.)

Education Improvement Leave Fund: Employer to contribute \$140 (\$130) per employee. The increased amount will only be applicable if the Board and Union have agreed to and ratified new administrative guidelines.

Leeds and Grenville County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.) (500 employees): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/82</u>
	COLA Fold-in	\$250 per year
	General Increase	9.6%
	Teacher-Level 1 0-5 years	\$14,738-\$20,303 (\$13,197-\$18,275)
	Teacher-Level 4 0-11 years	\$19,374-\$32,237 (\$17,427-\$29,163)
	Teacher-Level 7 0-12 years	\$23,460-\$40,298 (\$21,155-\$36,518)
	<u>Principals</u>	
	"A" Schools* (fewer than 15 teaching units) 0-3 years	\$40,579-\$44,139 (\$36,775-\$40,023)

Sept. 1/82

"B" Schools (15 or more teaching units) 0-4 years	\$41,100-\$47,291 (\$37,250-\$42,899)
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Previous rates reflect a 4% increase made January 1, 1982.

\*Teaching units are determined according to the number of full-time (10/10) teachers on staff plus the number of part-time teachers on a pro-rata basis, as of September 30.

Principals without a degree	- "A" School schedule less \$4,500 (unchanged).
Less than 4 teaching units	- "B" School schedule less \$5,000 (unchanged).

Cost of Living Provision: Deleted.

Responsibility Allowance: Vice-Principal - \$3,000 (\$2,900).

Health and Welfare: OHIP, Extended Health Care and Semi-Private Hospitalization - Employer pays 90% (85%) of premiums costs.

Dental Plan - Effective October 13, 1982, coverage to be based on the current (1980) Ontario Dental Association fee schedule.

Teacher Preparation Time (new): Each school allowed a minimum of 125 minutes per week per teacher for in-school preparation time exclusive of lunch period and recess. Full-time teachers shall be assigned a minimum of 100 minutes per week.

Leeds and Grenville County Board of Education - Ontario Secondary School Teachers' Federation (Ind.) A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983 covering 355 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/82</u>
	COLA Fold-in (for Teachers only)	.31155%
	General Increase	9.7% for Teachers; 8.7% for Principal and Vice-Principal
	Teacher-Category 1 0-11 years	\$19,478-\$32,597 (\$17,701-\$29,622)
	Teacher-Category IV 0-13 years	\$23,645-\$40,819 (\$21,487-\$37,094)
	Vice-Principal 0-3 years	\$44,995-\$48,348 (\$41,394-\$44,478)
	Principal 0-3 years	\$49,647-\$55,234 (\$45,673-\$50,813)

Cost of Living Allowance: 0.6% increase in monthly grid per 1% increase in the Consumer Price Index - 1971=100, using the CPI for April, 1982 as the base index. Triggers at 12.5%. Capped at \$500. (Formula unchanged).

Pay for Teacher of Night School, and Summer School Credit Courses: \$18 (\$17) per hour.

Driver Education Teacher's Pay: \$18 (\$17) per hour for in-class instruction and \$10 (\$9.50) per hour for in-car instruction.

Responsibility Allowances: Co-ordinator - \$3,750 (\$3,500)  
Consultant - \$2,500 (\$2,248).

Health and Welfare: Life Insurance - Coverage increases to two times (one times) annual salary.

Dental Plan - Blue Cross Rider # 4 is added with employer paying 90% (unchanged) of premium costs. Coverage is based on the current (1981) Ontario Dental Association fee schedule.

Wipissing Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A  
12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 268 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Effective	<u>Oct. 1/82*</u>
General Increase	12.52%
Teacher-Category 1 0-5 years	\$14,873-\$19,361 (\$13,218-\$17,207)
Teacher-Category 4 0-11 years	\$19,437-\$31,958 (\$17,275-\$28,403)
Teacher-Category 7 0-11 years	\$23,272-\$40,359 (\$20,683-\$35,869)

\* As compensation for the month of September, 1982, all teachers receive 11% of the January, 1982 to June, 1982 grid.

Responsibility Allowances: Principal  
A School - \$5,340 (\$4,800)  
B School - \$4,127 (\$3,710)  
Small School - \$3,059 (\$2,750)  
Plus 4 annual increments of \$667 (\$600) for each of the above.  
Vice-Principal - \$2,336 (\$2,100) plus 4 annual increments of \$278 (\$250).  
Consultant - \$3,337 (\$3,000)

Health and Welfare: Long Term Disability - Employee (employer) pays full cost of premiums.

Vision Care (new) - Employer pays 100% of premium costs for a basic plan.

Dental Plan (new) - Employer pays 100% of premium costs for Blue Cross Plan # 7 with Riders #1 and #3.

Self-Funded Leave  
and Job-Sharing  
Plans:

A committee to be formed early in the school year to establish the plans, each to be in place for September 1, 1983.

Nipissing Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 393 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/82</u>
	General Increase	12.43% approx.
	Teacher A1-1	\$19,502-\$31,931
	0-11 years	(\$17,347-\$28,402)
	Teacher A4-4	\$23,224-\$40,500
	0-11 years	(\$20,657-\$36,024)
Retroactive Pay:	0.538% of 1982/83 grid salary, payable upon ratification.	
Cost of Living Provision:	Deleted.	
Night and Summer School Salaries:	<u>Principal and Co-ordinator - night school</u> - \$1,845-\$5,140 (\$1,680-\$4,680) depending on enrolment. <u>Principal - summer school</u> - \$4,350 (\$3,960). <u>Teacher of Credit Courses</u> - 1/1000th per hour of the teacher's annual salary to the nearest dollar on the salary grid, excluding positions of responsibility (unchanged) and subject to a minimum of \$19.50 (\$17) per hour.	
Responsibility Allowances:	Principal - \$11,444 (\$10,419) plus 3 increments of \$969 (\$882) Vice-Principal - \$5,510 (\$5,017) plus 3 increments of \$969 (\$882) Director (Commercial and Technical) - \$3,451 (\$3,142). Major Department Head - \$3,270 (\$2,977). Minor Department Head - \$2,142 (\$1,950). Assistant Department Head - \$1,757 (\$1,600). Subject Chairman - \$1,393 (\$1,268).	
Expense Allowances:	Principal - \$475 (\$440) annually. Vice-Principal - \$238 annually (new).	
Related Technical, Commercial or Academic Work Experience:	Paid up to a rate of one (one-half) step on the salary grid per year of related experience up to the maximum on the grid (to a maximum of 3 years on the grid), at the discretion of the Board.	
Health and Welfare:	<u>Long Term Disability</u> - Employee (employer) pays full cost of premiums.	



Vision Care (new) - Employer pays 100% of premium costs for a basic plan.

Dental Plan (new) - Employer pays 100% of premium costs for Blue Cross Plan #7 with Riders #1 and #3.

**Tuition Fees:** Total employer commitment to tuition support for teachers not to exceed \$3,000 (\$2,500) for courses that are related to subject areas in the curriculum and that are not for upgrading category or for obtaining a post-graduate degree.

**Relocation Allowance (Available for Transfer or Surplus Teacher):** Employer pays actual moving costs to a limit of \$1,000, and up to a maximum of \$3,000 for actual related expenses, per teacher or family, if teacher relocates in another municipality in the District of Nipissing. (Previously, employer paid costs to a limit of \$1,000 plus \$300 for incidental expenses, per teacher or family).

**Mileage and Relocation Allowances for Administrative Transfers (new):** Employee receives a mileage allowance for 2 years at the prevailing board rate, unless the employee lives in the same municipality as the new school. If employee decides to relocate any time during the first or second year, he receives up to a maximum of \$2,000, less any monies paid for travel in the second year, but not less than 50% of the actual costs of relocation as described above.

Oxford County Board of Education - Federation of Women Teachers' Association of Ontario and Ontario Public School Teachers' Federation (Ind.) (500 employees): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 9 months.

<b>Wages:</b>	<u>Effective</u>	<u>Sept. 1/82</u>	<u>Feb. 1/83</u>
	<u>Increases</u>		
Teachers	8.7%		13.65% over
Principals	8.8%		Aug. 31/82
			rates; non-
			compounded
			with Sept.
			1/82 increase
Teacher-Level 1	\$14,267-\$19,061		\$14,917-\$19,929
0-6 years	(\$13,125-\$17,535)		
Teacher-Level 4	\$18,027-\$29,792		\$18,848-\$31,149
0-11 years	(\$16,584-\$27,408)		
Teacher-Level 7	\$21,324-\$38,231		\$22,295-\$39,972
0-11 years	(\$19,617-\$35,171)		
<u>Principals</u> (Separate grid; varies by qualifications)*			
Category D	\$24,442-\$28,657		\$25,531-\$29,934
0-4 years	(\$22,465-\$26,339)		
Category A	\$34,132-\$39,186		\$35,653-\$40,933
0-4 years	(\$31,371-\$36,017)		

\*Salaries shown are exclusive of applicable responsibility allowances which vary according to number of teachers supervised. 10.0 teachers or less - \$4,809; 10.1 or more - \$6,732. (Previously 1.0 to 7.0 - \$3,606; 7.1 to 13.0 - \$4,809 and 13.1 or more - \$6,732).

Cost of Living Provision: Deleted. (Generated a lump sum payment of \$105 per full-time employee.)

Responsibility Allowances: Vice-Principal - \$3,325 (\$2,891)  
Co-ordinator of Special Services - \$5,328 (\$5,026)  
Consultant - \$3,482 (\$3,285)  
Assistant Supervisor - \$1,137 (\$1,073)  
Adjustment Counsellor - \$3,482 (\$3,285)  
Principal's Classroom Replacement - \$307 (\$290) per year.

Extra Degree Allowance: Bachelor - \$382 (\$362)  
Master's - \$763 (\$723)  
Doctoral - \$890 (\$844)

Health and Welfare: Vision Care - \$80 (\$40) allowance every 2 years.

Peel Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.) (2,500 employees): A 12-month wage reopener effective from September 1, 1982 to August 31, 1983, settled by arbitration. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/82</u>	<u>April 1/83</u>
General Increases		12%	1%
Teacher-Category D 0-5 years		\$15,516-\$22,289 (\$13,854-\$19,901)	\$15,671-\$22,512
Teacher-Category A1 0-9 years		\$19,211-\$33,249 (\$17,153-\$29,687)	\$19,403-\$33,581
Teacher-Category A4 0-11 years		\$23,890-\$41,048 (\$21,330-\$36,650)	\$24,129-\$41,458
Vice-Principal 0-4 years		\$39,612-\$45,359 (\$35,368-\$40,449)	\$40,008-\$45,813
Consultant Coordinator 0-4 years		\$45,154-\$50,080 (\$40,316-\$44,714)	\$45,606-\$50,581
Principal 0-4 years		\$48,438-\$53,363 (\$43,248-\$47,646)	\$48,922-\$53,897

Renfrew County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1982 to August 31, 1984, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
	General Increases	10.5%	5%
	Teacher Category D 0-9 (6) years	\$14,324-\$21,951 (\$12,963-\$17,552)	\$15,040-\$23,049
	Teacher Category A1 0-11 years	\$17,109-\$32,508 (\$15,483-\$29,419)	\$17,964-\$34,133
	Teacher Category A4 0-12 years	\$22,243-\$40,204 (\$20,129-\$36,384)	\$23,355-\$42,214
Responsibility Allowances:	Current allowances for Principal, Vice-Principal, Co-ordinator, Diagnostician and Consultant increase by 10.5%. Effective September 1, 1983, 5% increase over 1982-83 figures.		
	<u>Teacher Designate</u> - \$11 (\$10). Effective September 1, 1983, \$12.		
	<u>Administrative Assistant (new)</u> - \$2,000. Effective September 1, 1983, \$2,100.		
Health and Welfare:	<u>Life Insurance and Dental Plan</u> - Effective September 1, 1983, employer pays 80% (75%) of the premium costs.		
Travel Allowance:	\$2.50 (\$2) per car per day, or 22¢ (18¢) per kilometer, whichever is greater, for teachers who use their automobile for Board business. Effective September 1, 1983, \$2.60 per car per day or 23¢ per kilometer.		

Simcoe County Board of Education - Local 330, Ontario Public Service Employees (NUPGE) (CLC): A 12-month renewal agreement effective from July 1, 1982 to June 30, 1983, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>July 1/82</u>
	General Increase	10%
	Junior Clerk	\$6.24-\$7.16 (\$5.67-\$6.51)
	Buyer	\$9.50-\$11.79 (\$8.64-\$10.72)
	Probationary period is 3 consecutive months. Maximum rates are reached with 4 merit increases.	

Toronto City Board of Education - Educational Assistants' Association (Ind.): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 430 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/82</u>
	General Increase	12.5%

Jan. 1/82

Educational Assistant      \$7,940-\$10,344  
(\$7,058-\$9,195)

Paid Holidays:      1 day is added, or pay in lieu thereof for a total of 10 days.

Paid Vacation:      Effective June 30, 1982, 3 weeks after 1 (5) year's service, 26 days after 25 years, 27 days after 26 years, 28 days after 27 years, 29 days after 28 years, (new) and 6 weeks after 29 (30) years. Also, 4 weeks after 10 years and 5 weeks after 18 years (unchanged). Employee with less than 1 year's service receives a proportionate vacation calculated upward to the next nearest day for each completed month of continuous service. (Previously, vacations for employees with less than 5 years' service were the Christmas and Mid-Winter breaks.)

Health and Welfare:      Extended Health Care - Maximum claim for eyeglasses increases to \$70 (\$60) every 2-year period.

Dental Plan (new) - Employer pays 75% of premium costs. Coverage is based on the 1980 Ontario Dental Association fee schedule.

Victoria County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A  
12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/82</u>
	General Increase	9%
	Teacher - Level D	\$13,658-\$20,085
	0-6 years	(\$12,529-\$18,425)
	Teacher - Level A1	\$18,478-\$31,734
	0-11 years	(\$16,951-\$29,112)
	Teacher - Level A4	\$22,094-\$40,170
	0-12 years	(\$20,268-\$36,850)

Responsibility Allowance:      French Program Co-ordinator - \$1,252 (\$1,006).

Professional Development Fund:      \$10,000 (\$6,860) for the calendar year 1983.

Health and Welfare:      Life Insurance - Employer pays 75% of premium costs for up to \$80,000 (\$60,000) coverage.

Dental Plan - Employer pays 75% (50%) of premium costs.

York Region Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind). (750 employees): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, settled with mediation assistance. Duration of negotiations - 9 months.



Wages:	Effective	Sept. 1/82
	General Increases	9.7%
	Teacher-Category D 0-6 years	\$14,158-\$20,652 (\$12,906-\$18,826)
	Teacher-Category A1 0-11 years	\$19,133-\$32,504 (\$17,441-\$29,630)
	Teacher-Category A4 0-12 years	\$22,541-\$40,385 (\$20,548-\$36,814)

Principals

School with less than 400 pupils 0-8 years	\$39,446-\$48,174 (\$35,958-\$43,914)
School with 400 or more pupils 0-8 years	\$41,756-\$50,883 (\$38,064-\$46,384)
Jr. High School 0-6 years	\$44,780-\$52,595 (\$40,820-\$47,944)

Cost of Living Provision: Deleted. (Previous provision generated a lump sum payment equivalent to .33% of annual salaries.)

Responsibility Allowances:	Vice-Principal, Secondary School - \$3,565-\$4,114 (\$3,250-\$3,750)
	Vice Principal, Elementary School - \$2,468-\$3,017 (\$2,250-\$2,750)
	Supervisor - \$3,700 (\$3,500)
	Consultant - \$3,200 (\$3,000)

Health and Welfare: Life Insurance - Employer pays 80% (75%) of premium costs for coverage equivalent to 3 times annual salary. (Previously, \$25,000 or \$50,000.)

OHIP - Employer pays 80% (75%) of premium costs.

Major Medical Plan - Employer pays 80% (75%) of premium costs.

Dental Plan - Coverage for restorative services added. Employer pays 70% (75%) of premium costs.

Retirement Payout: Capped at \$10,000 for all teachers hired after December 31, 1982 (new).

Ryerson Polytechnical Institute Board of Governors at Toronto - Ryerson Faculty Association (Ind.) (550 employees): A 12-month renewal agreement effective from July 1, 1982 to June 30, 1983, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	July 1/82
	General Increase	11%



July 1/82

Teacher - 3 Year Degree 0-14 years	\$22,361.34-\$41,288.38 (\$20,145.35-\$37,196.74)
Teacher - 4 Year Degree 0-14 years	\$23,508.63-\$43,005.50 (\$21,178.95-\$38,743.69)
Teacher - Master's Degree 0-14 years	\$25,803.29-\$46,447.49 (\$23,246.21-\$41,844.59)
Teacher - PhD/M. Phil. 0-11 years	\$29,530.17-\$46,447.49 (\$26,603.76-\$41,844.59)

Cost of Living Provision: Inoperative, as previously.

University of Windsor - Faculty Association of the University of Windsor (Ind.) (515 employees): A 12-month renewal agreement effective from July 1, 1982 to June 30, 1983, settled after a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	July 1/82	Jan. 1/83
General Increases		6%*	4.25%*
Lecturer**		\$18,905 (\$17,835)	\$19,663
Assistant Professor**		\$23,473 (\$22,145)	\$24,415
Associate Professor		\$29,233-\$46,954 (\$27,578-\$44,296)	\$30,405-\$48,836
Professor		\$37,563-\$54,464 (\$35,436-\$51,382)	\$39,069-\$56,649
Librarian I**		\$16,973 (\$16,013)	\$17,654
Librarian IV		\$25,501-\$36,997 (\$24,058-\$34,084)	\$26,523-\$38,460

\*Individuals who have "pierced" the stipulated maximum for their classification receive a 5% increase (unchanged).

\*\*Floor Salaries - Figures shown without a "maximum" designation are minimum salaries which may increase through annual increments without limit (unchanged).

"Progress-Through-The-Ranks" Increment - Effective December 15, 1982, a lump sum payment of \$575 (\$1,000) and effective January 1, 1983, \$575. The December 1982 increment is automatic to all employees completing their first year, any subsequent payments are dependent on satisfactory performance and the maximum salary not having been reached.

Other Premium Pay:	Head or Acting Head of a B.A.U. - Comprised of 1 to 15 full-time members, \$1,700 (\$1,500); 16 to 24 full-time members, \$2,250 (\$2,000) and 25 or more, \$2,800 (\$2,500).  <u>Library Department Section Head or Acting Head (new)</u> - 1 to 15 people - \$1,700; 16 to 24 people - \$2,250; 25 or more - \$2,800.
Pension Plan:	The Board of Governors will make available a fund of \$50,000 to be distributed amongst retirees who are current recipients of benefits from the University Retirement Fund (new).
Meal Allowance:	Breakfast, \$4.50 (\$4); Lunch, \$5.50 (\$5) and Dinner, \$13 (\$12).  <u>Extramural Teaching</u> - Chatham and Leamington - food allowance - \$12 (\$11) per diem; Sarnia and Wallaceburg - food and lodging allowance - \$35 (\$33) per diem and Waterloo - food and lodging - \$50 per diem (new).
Mileage Allowance:	22¢ (17¢) per kilometer driven in a private car.
Travel Allowance:	Chatham - \$53; Leamington - \$44 and Sarnia and Wallaceburg - \$88.  For attendance at conferences, symposiums, etc., Chatham - \$685 (\$630), Leamington - \$570 (\$525), Sarnia and Wallaceburg - \$1,145 (\$1,050) and Waterloo - \$572 - 6 trips (new).

NOTE: In the event that this agreement is not acceptable under the Inflation Restraint Act, an alternative monetary agreement will be submitted to the Inflation Restraint Board for ruling.

York University at Toronto - Local 3, Canadian Educational Workers (Ind.) (part-time faculty, Unit 1 Graduate Students and Unit 2 Non-Graduate Students): Two 12-month renewal agreements effective from September 1, 1982 to August 31, 1983, covering, 1,400 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Sept. 1/82
	Increases	13%-15%; 13% or \$175, whichever is the lesser for any position categorized as Other (Unit 2 only).
	Course Director, (Units 1 and 2), Writing Workshop Instructor (Unit 2)	\$5,730 (\$5,064) per assignment
	Tutor 1 (Tutorial Leader), Tutor 6 (Studio Instructor), Instructor (Faculty of Education - Unit 2)	\$1,910 (\$1,688) per assignment

Sept. 1/82

Tutor 2 (Demonstrator: 3 lab. hours/week)	\$2,050 (\$1,812) per assignment
Tutor 3 (Marker/Grader), Tutor 4 (Individual Tutor)	\$13 (\$11.40) per hour
Tutor 5 (College Tutorial Leader)	\$2,300 (\$2,000) per assignment
Tutor 7 (Unit 1) (new)	\$1,910 per assignment
Coach (Fine Arts)	\$15.50 (\$13.70) per hour
Writing Workshop Assistant (Unit 1)	\$13.11 (\$11.40) per hour
Computer Centre Adviser	\$7.35 (\$6.50) per hour
Teaching Assistantship (10 hours per week)	\$5,000 (\$4,420) per academic year

Authorized Replacement: Tutor 1 and Lecturer Replacement - \$50.80 (\$45.60) per hour.  
Tutor 2 - \$19.10 (\$17.10) per hour.

Bursary Fund (Unit 1) (new): Fund of approximately \$40,000 established to assist graduate student employees with the payment of tuition fees.

Research and Travel Fund (Unit 2): \$13,000 (\$8,000). In addition, two grants of \$4,000 each for research (new).

Thesis Allowance: \$75 (\$50) towards the cost of production of the final form of Master's thesis or \$125 (\$100) towards cost of Doctoral dissertation

Union Executive Committee Fund (new): Employer contributes \$17,190 to the union for distribution to members of the executive as they see fit and reported to the University.

Class Size: Course Director - Is assigned assistance and/or additional compensation, to reflect course enrolments above fifty at least at the rate of 25 (20) hours for each block of 10 students or portion thereof, exceeding 50.

Teaching Groups - Assistance is assigned and/or additional compensation paid at the rate of 10 hours for each block of 5 students or portion thereof, exceeding: 28 (32) for a one-hour group, 32 (37) for a one-and-one-half or two-hour group for teaching group (a); 50 (60) for teaching group (b); and 15 (unchanged) for a two-hour or three-hour group for teaching group (c).

Compassionate Leave (new): Up to 1/13 of Appointment Contract to attend to ill family members and up to 1/13 as bereavement leave on death of immediate family member.

# HEALTH AND WELFARE SERVICES

Victoria Hospital Corporation at London and 11 other area hospitals and McCormick Home for the Aged - Local 220, Service Employees International (AFL-CIO/CLC): Twelve 4-month renewal agreements effective from September 13, 1982 to January 18, 1983, covering 1,325 part-time employees, settled by arbitration. Duration of negotiations - 14 months. Previous agreement expired March 31, 1981.

An interim award dated March, 23, 1982 granted all wage increases shown below, with wages effective on March 17, 1982.

Wages:	Effective	Mar. 17/82*	Apr. 1/82
Increases		\$1.11 for R.N.A. and Orderly; 90¢ for all others	15¢

## Victoria Hospital

Housekeeping Aide	\$7.22-\$7.32 (\$6.32-\$6.42)	\$7.37-\$7.47
Orderly-Equipment Room	\$8.31-\$8.45 (\$7.20-\$7.34)	\$8.46-\$8.60
Electrician	\$10.55 (\$9.65)	\$10.70
Effective	June 1/82	Oct. 1/82
General Increases	35¢	25¢
Houskeeping Aide	\$7.72-\$7.82	\$7.97-\$8.07
Orderly-Equipment Room	\$8.81-\$8.95	\$9.06-\$9.20
Electrician	\$11.05	\$11.30

\* Retroactive for all hours paid from April 1, 1981, as set out in the final award dated September 13, 1982.

Probationary period is 337.5 hours worked during a period of 12 calendar months. Maximum rates for Housekeeping Aide and Orderly-Equipment Room are reached after two increases of 1,650 (1,800) hours each.

Benefits are effective September 13, 1982, unless otherwise specified:

Years of Service - Full-time Equivalency Rate for Part-time:	Effective September 1, 1982, 1,650 (1,800) hours worked equal one year of service.
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Pay in Lieu of Fringe Benefits:	Effective April 1, 1981, 12% (10%) in lieu of health and welfare benefits and income protection only, in all hospitals except
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Victoria where health and welfare benefits and sick leave continue to be prorated. Holiday pay to be continued as in previous agreements or Employment Standards Act, whichever is greater.

Shift Premium: 0-28¢-28¢ where the majority of hours worked falls between 1,500 hours one day and 0700 hours the following day. 28¢ per hour shift premium to be paid retroactive to April 1, 1981. (Previously, 0-24.7¢-24.7¢. Definition of the period for which shift premium was payable, varied.)

Supervisory Premium: \$3 per shift where an employee is temporarily assigned in excess of one-half of one shift. At those hospitals which calculate supervisory pay as a percentage of wages, the percentage payment will be converted to dollars per shift as of March 31, 1981 and will be red-circled.

Paid Holidays (Alexandra Hospital): The third Monday in February is added for a total of 11 days.

Vacation Pay: Effective April 1, 1981, for employees at Alexandra, Hanover and District and St. Mary's, London hospitals, 4% of earnings at start of employment (unchanged), 6% after 3 (4) years of employment, 8% after 10 (12) years, and 10% after 20 years (unchanged).

4% of earnings at start of employment, 6% after 4,950 hours worked, 8% after 16,500 hours and 10% after 33,000 hours worked for all other hospitals.

Exceptions: 6% after 1,650 hours worked for all employees at St. Mary's, Kitchener and for R.N.A.'s and orderlies only at Norfolk hospital and 8% after 13,200 hours worked for all employees at Listowel Hospital.

(Previously, a fixed percentage of 4% of earnings at Listowel, Parkwood, Sarnia General, St. Thomas and Victoria hospitals. Progression scales, based on hours worked, range from 4%-10% of earnings for employees at Centre Grey, Freeport, Norfolk and St. Mary's, Kitchener hospitals.)

Education Allowance (new): Employer pays the cost of courses required to upgrade or acquire employment qualifications.

Transfer of Service Credits: A full-time employee who transfers to the part-time bargaining unit shall be given credit for service accumulated in the full time bargaining unit for the purpose of progression on the wage scale, provided he continues to work in the same classification and for the purpose of progression on the vacation pay scale (Unchanged for Norfolk Hospital. New for all others.)

#### Participating Hospitals

Alexandra Hospital, Ingersoll  
Centre Grey Hospital, Markdale  
Freeport Hospital, Kitchener  
Hanover and District Hospital  
Listowel Memorial Hospital  
Norfolk Hospital, Simcoe



Parkwood Hospital/McCormick Home, London  
St. Mary's Hospital, Kitchener  
St. Mary's Hospital, London  
St. Thomas-Elgin General Hospital  
Sarnia General Hospital  
Victoria Hospital, London

Halton Regional Municipality, Halton Centennial Manor Home for the Aged at Milton-  
Local 101, Canadian Operating Engineers (CCU): Two 24-month  
renewal agreements effective from May 30, 1981 to May 29, 1983,  
covering 254 employees, settled by arbitration. Duration of  
negotiations - 5 months.

Wages:	Effective	<u>May 30/81</u>	<u>Nov. 30/81</u>
	General Increases	40¢	18¢
	<u>Full-time Employees</u>		
	Group I (includes Housemaid)	\$5.45-\$6.05 (\$5.05-\$5.65)	\$5.63-6.23
	Group V (includes R.N.A.)	\$6.38-\$6.98 (\$5.98-\$6.58)	\$6.56-\$7.16
	Group IX (includes 4th Class Engineer)	\$7.55-\$8.30 (\$7.15-\$7.90)	\$7.73-\$8.48
	Effective	<u>May 30/82</u>	<u>Feb. 1/83</u>
	General Increases	74¢	23¢
	Group I (includes Housemaid)	\$6.37-\$6.97	\$6.60-\$7.20
	Group V (includes R.N.A.)	\$7.30-\$7.90	\$7.53-\$8.13
	Group IX (includes 4th Class Engineer)	\$8.47-\$9.22	\$8.70-\$9.45

Probationary period is 3 months. Maximum rates are reached after  
one 6-month and one (two) 12-month increase.

Shift Premium  
(new): Effective August 30, 1982, 25¢ per hour between 5 p.m. and 8 a.m.

Work on Paid  
Holiday: Double time for all overtime hours worked on a paid holiday  
(Previously time and one-half or a day off in lieu).

Part-time employee receives double time and one-half for all  
holidays. (Previously, time and one-half for work on Easter  
Monday, Civic Holiday, and Boxing Day. Unchanged for statutory  
holidays). Employee's birthday is added for a total of 11 days.

Paid Vacation:	4 weeks after 10 (12) years' service, 5 weeks after 19 (21) years and 6 weeks (new) at 12% after 27 years.
Bereavement Leave:	Up to 5 (3) days' paid leave for employee's spouse or child. 1 day's paid leave for sister-in-law, brother-in-law, grandchild or grandparents (new).
Health and Welfare:	<u>Dental Plan</u> - Employer pays 90% (50%) of premium costs for a plan equivalent to Blue Cross #9 (7). Coverage is based on the 1980 (1978) Ontario Dental Association fee schedule. Effective January 1, 1983, the 1981 ODA fee schedule.
Uniform Allowance:	Employer pays 3.75¢ (3¢) per hour worked for part-time employee and \$75 (\$60) for the year 1982, payable in June for full-time employee.
Union Negotiating Committee:	Employer pays members of the negotiating committee for time lost at meetings up to but not including conciliation and for steward or chief steward for time lost at meetings at any step of the grievance procedure.

Metropolitan Toronto Catholic Children's Aid Society - Local 2190, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from July 1, 1982 to June 30, 1983, covering 210 employees, settled at the conciliation officer stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective <u>July 1/82</u>
	General Increase 6%
	Child Care Worker I \$14,915-\$18,730 (\$14,070-\$17,670)
	Social Worker VI \$27,105-\$33,825 (\$25,570-\$31,910)
	Probationary period is 6 calendar months. Maximum rates for Child Care Worker I and Social Worker VI are reached after 4 annual increases.
Shift Premium (new):	20¢ per shift between 6 p.m. and 6 a.m. for Child Care Workers
Overtime Pay:	Time and one-half after 40 (42) hours per week for Child Care Worker.
Health and Welfare:	<u>Life Insurance</u> - Employer pays 80% (70%) of premium costs.
Mileage Allowance:	Mutually agreed to use Ministry of Community and Social Services rates (previously 30¢ per mile).

#### PERSONAL SERVICES

Toronto Hotels Extra Waiters - Local 75 (299), Hotel Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from September 27, 1982 to August 31, 1985, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Apr. 1/83</u>	<u>Apr. 1/84</u>
	Increases	70¢-\$1.50 per function	65¢-\$1.00 per function	Wage Reopener
	<u>Function Rates</u> (Based on a maximum of 3 hours per function)			
	Breakfast	\$11.50 (\$10.00)	\$12.15	
	Luncheon, Tea, Reception, Smoker, etc.	\$12.50 (\$11.80)	\$13.50	
	Dinner, Supper, Dinner Dance and Supper Dance	\$12.75 (\$12.00)	\$13.50	
Extra Covers (when serving more than 15 people):	80¢ for Breakfast, and 85¢ for Luncheon, Dinner, etc. Effective April 1, 1983, 85¢ and 90¢, respectively. (Previously, 66¢ for Breakfast, 79¢ for Luncheon, Tea, etc. and 80¢ for Dinner, Supper, Dinner Dance and Supper Dance for French Service when serving 15 or more people, and 50¢, 59¢ and 60¢, respectively for Plate Service when serving 20 or more people.)			
Overtime Rate Per Hour Paid after Maximum:	Breakfast - \$3.85 (\$3.33); Luncheon, Tea, etc. - \$4.25 (\$3.93); Dinner, Dinner Dance, etc. - \$4.25 (\$4). Effective April 1, 1983, \$4.05, \$4.50 and \$4.50, respectively.			
Special Days Pay:	Effective September 27, 1982, double the function rate for all hours worked after 6:00 p.m. on Christmas Eve and New Year's Eve (unchanged), and double the regular function rate for New Year's Day, Christmas Day, Boxing Day, Good Friday (unchanged), and any other statutory holidays in conformity with Labour Standards (new).			

#### FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Canadian Union of Professional and Technical Employees (Ind.) (1,075 translation group employees): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement effective from January 7, 1982 to September 18, 1983, is amended and extended from September 19, 1982 to September 18, 1984.

Wages:	Effective	<u>Sept. 19/82</u>	<u>Sept. 19/83</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	TR-1	\$14,960-\$28,860* (\$14,120-\$27,220)	\$15,700-\$30,300

	<u>Sept. 19/82</u>	<u>Sept. 19/83</u>
TR-2	\$27,049-\$35,025 (\$25,518-\$33,042)	\$28,401-\$36,77
TR-3	\$33,724-\$41,644 (\$31,815-\$39,287)	\$35,410-\$43,72
TR-4	\$37,228-\$44,631 (\$35,121-\$41,105)	\$39,089-\$46,86

\*With intermediate steps at weekly intervals of \$10.

For details of previous agreement, see page 26 of the January 1982 Report.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (1,805 draft and illustration group employees): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act effective from September 14, 1982 to September 13, 1984.

Wages:	Effective	<u>Sept. 14/82</u>	<u>Sept. 14/83</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	DD-1	\$14,816-\$17,926 (\$13,977-\$16,911)	\$15,557-\$18,822
	DD-5	\$27,076-\$29,894 (\$25,543-\$28,202)	\$28,430-\$31,389
	DD-9	\$34,686-\$38,390 (\$32,723-\$36,217)	\$36,420-\$40,310

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (2,615 education group employees): Under the provisions of Section 9 the Public Sector Compensation Restraint Act the agreement effective from February 11, 1982 to August 31, 1983, is amended and extended from September 1, 1982 to August 31, 1984.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
	General Increases (PSCRA)	6%	5%

	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
<u>Annual Rates</u>		
<u>Elementary and Secondary Teaching</u>		
<u>Maritimes</u>		
Level 1 0-8 years	\$13,437-\$20,092 (\$12,676-\$18,995)	\$14,109-\$21,097
Level 6 0-10 years	\$22,466-\$34,542 (\$21,194-\$32,587)	\$23,589-\$36,269
<u>Quebec</u>		
Level 1 0-10 years	\$14,750-\$26,073 (\$13,915-\$24,597)	\$15,488-\$27,377
Level 6 0-12 years	\$22,672-\$36,616 (\$21,389-\$34,543)	\$23,806-\$38,447
<u>Ontario</u>		
Level 1 0-8 years	\$15,903-\$21,342 (\$15,003-\$20,134)	\$16,698-\$22,409
Level 6 0-10 years	\$23,537-\$38,303 (\$22,205-\$36,135)	\$24,714-\$40,218
<u>Manitoba</u>		
Level 1 0-8 years	\$14,798-\$19,650 (\$13,960-\$18,538)	\$15,538-\$20,633
Level 6 0-10 years	\$24,556-\$36,836 (\$23,166-\$34,751)	\$25,784-\$38,678
<u>Saskatchewan</u>		
Level 1 0-8 years	\$13,597-\$19,497 (\$12,827-\$18,393)	\$14,277-\$20,472
Level 6 0-10 years	\$24,437-\$35,266 (\$23,054-\$33,270)	\$25,659-\$37,029
<u>Alberta</u>		
Level 1 0-8 years	\$14,196-\$20,761 (\$13,392-\$19,586)	\$14,906-\$21,799
Level 6 0-10 years	\$24,129-\$36,857 (\$22,763-\$34,771)	\$25,335-\$38,700
<u>British Columbia</u>		
Level 1 0-8 years	\$17,337-\$24,903 (\$16,356-\$23,493)	\$18,204-\$26,148



	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
Level 6 0-11 years	\$26,252-\$41,945 (\$24,766-\$39,571)	\$27,565-\$44,042
<u>Language Teaching</u>		
Level 1 (B.A.) 0-12 years	\$19,585-\$30,530 (\$18,476-\$28,802)	\$20,564-\$32,057
Level 4 (B.A. plus 3 years' teacher education) 0-13 years	\$25,066-\$38,529 (\$23,647-\$36,348)	\$26,319-\$40,455
<u>Education Services</u>		
EDS Level 1	\$29,158-\$35,859 (\$27,508-\$33,829)	\$30,616-\$37,652
EDS Level 5	\$44,070-\$48,250 (\$41,575-\$45,519)	\$46,274-\$50,663

For details of previous agreement, see page 80 of the February 1982 Report.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

#### LOCAL ADMINISTRATION

Etobicoke Borough Corporation - Local 1137, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 395 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/82</u>
	General Increase	12.5%
	Fire Fighter III Class	\$22,763 (\$20,235)
	Fire Fighter I Class	\$30,350 (\$26,980)
	District Chief	\$39,455 (\$35,074)

Windsor City Corporation - Local 455, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 274 employees, settled by arbitration. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/82</u>	<u>Aug. 1/82</u>
	General Increases	8%	2.2%

	<u>Jan. 1/82</u>	<u>Aug. 1/82</u>
3rd Class Firefighter	\$23,328 (\$21,600)	\$23,841
1st Class Firefighter	\$29,160 (\$27,000)	\$29,802
Assistant Deputy Chief (new)	\$35,229-\$42,074	\$36,005-\$43,000
Assistant Chief - Training Officer	\$39,598-\$40,824 (\$36,666-\$37,800)	\$40,470-\$41,722

Maximum rate for Assistant Chief-Training Officer is reached upon completion of the 1-year probationary period, and for Assistant Deputy Chief, after 5 years.

Mileage  
Allowance: 40¢ (35¢) per mile.

## CONSTRUCTION

Thunder Bay Construction Association - Local 1669, Carpenters (AFL-CIO): A 24-month renewal agreement effective from May 1, 1982 to April 30, 1984, covering 400 employees, settled at the bargaining stage.  
Duration of negotiations - 1 1/2 months.

	<u>Aug. 23/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
Package Increases	\$1.50	50¢	\$2.00
Wages: General Increases	\$1.36	46¢	\$1.82
Journeyman	\$15.76 (\$14.40)	\$16.22	\$18.04

Overtime Pay: Time and one-half the regular rate for the first 2 hours worked before or after an employee's regular shift and double time thereafter. (Previously, double time for all overtime hours.)

Board Allowance: \$19 (\$17) per day. Effective May 1, 1983, \$21.

Commuting and Travelling Allowance: Effective August 23, 1982, 34¢ (31¢) per mile. Effective May 1, 1983, 38¢.

Meal Allowance: \$3.00 (\$2.25).

## Addendum

### June 1982 Settlements

## EDUCATION AND RELATED SERVICES

University of Waterloo - Local 793, Canadian Union of Public Employees (CLC) (plant operations and food services employees): A 12-month wage reopener agreement effective from July 1, 1982 to June 30, 1983,

covering 396 employees, settled at the bargaining stage and ratified in June, 1982. Duration of negotiations 3 weeks.

Wages:	Effective	<u>July 1/82</u>
	General Increase	12%
	Food Services Assistant	\$6.75 (\$6.03)
	Custodian 1	\$8.34 (\$7.45)
	Electrician	\$11.08 (\$9.89)
Shift Premium:	0-30¢-30¢ (0-25¢-25¢).	

#### CONSTRUCTION

Construction Site Teamster Employer Bargaining Agency, province-wide - Teamster Construction Council of Ontario, Teamsters (Ind.) (commercial, industrial and institutional construction): A 22-month renewal agreement effective from June 29, 1982 to April 30, 1984, covering 500 employees, settled at the bargaining stage and ratified in June, 1982. Duration of negotiations - 3 months.

	Effective	<u>June 29/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
	Package Increases	\$1.50	60¢	\$1.70
Wages:	Increases	\$1.13-\$1.14	54¢-55¢	\$1.36-\$1.37
	<u>Fork Lift Driver 5 tons and over</u>			
	Peterborough	\$10.91 (\$9.77)	\$11.45	\$12.82
	Toronto	\$12.98 (\$11.85)	\$13.53	\$14.89
	Sarnia	\$13.80 (\$12.66)	\$14.35	\$15.71

Welfare Fund:	Employer contributes 95¢ (80¢) per hour earned. Effective May 1, 1983, \$1.05.			
Pension Fund (new):	Employer contributes 10¢ per hour earned. Effective May 1, 1983, 20¢.			
Board Allowance:	Increases by 10%. Effective May 1, 1983, a further 10% increase.			
Mileage Allowance:	18¢ (14¢) per mile. Effective May 1, 1983, 20¢.			
Travel and Zone Allowance:	Increases by 10%. Effective May 1, 1983, a further 5% increase.			

Labourers' Employer Bargaining Agency for the Labour Relations Bureau of the Ontario General Contractors Association, Ontario Masonry Contractors Association, Industrial Contractors Association of Canada, Waterproofing Contractors Association of Ontario - Ontario Council, Labourers (AFL-CIO): A 23-month renewal agreement effective from June 9, 1982 to April 30, 1984, covering 16,000 employees, settled with mediation assistance and ratified in June, 1982. Duration of negotiations - 4 months.

Effective	<u>June 9/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
Package	\$1.40	70¢	\$1.50
Increases			

Wages:	Increases	94¢-\$1.27	54¢-64¢	\$1.18-\$1.39
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A. MASTER PORTION

Masonry and Plaster Tender, Local 1036, Sault Ste Marie	\$11.65 (\$10.38)	\$12.19	\$13.37
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Group A, Labourer, Local 506, Toronto	\$13.41 (\$12.47)	\$14.05	\$15.32
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Experienced Labourer, Local 625 Windsor	\$13.59 (\$12.34)	\$14.14	\$15.53
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Shift Premium (Local 506): \$1.75 (\$1.50) per hour. Effective May 1, 1983, \$2.00.

Sunday Premium (Local 506): Double time for all hours worked (new).

Working Foreman Premium (Local 506): \$1.00 (75¢) per hour

Light Duty Swing Stage Premium (Local 506): 75¢ (25¢) per hour.

Administration Fund (new) (Local 1036): Employer contributes 5¢ per hour worked.

Labour Relations Fund (new) (Local 625): Employer contributes 7¢ per hour worked.

Welfare Fund: Employer contributes 40¢ (35¢) per hour worked for Local 625 and 80¢ (53¢) per hour for Local 506. Effective May 1, 1983, 95¢ (85¢) per hour worked for Local 1036.

Pension Fund: Employer contributes 60¢ (50¢) per hour worked for Local 506. Effective May 1, 1983, 70¢.

Effective November 1, 1982, employer contributes 50¢ (40¢) per hour worked for Local 625 and 30¢ (20¢) for Local 1036.  
Effective May 1, 1983, 40¢ per hour worked for Local 1036.

Meal Allowance (Local 625): \$4.00 (\$3.63).

#### B. ONTARIO MASONRY CONTRACTORS APPENDIX (ALL LOCALS)

Effective	<u>June 9/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
<u>Mason Tender</u>			
Local 597, Peterborough	\$11.01 *	\$11.65	\$13.01
Local 506, Toronto	\$13.51 *	\$14.15	\$15.42
Local 625, Windsor	\$13.69 *	\$14.24	\$15.63

\* Previous rates are not available.

Welfare and Dental Fund: Employer contributes 81¢ per hour worked for Local 597; 80¢ for Local 506 and 40¢ for Local 625.

Pension Fund: Employer contributes \$1.00 per hour worked for Local 597; 60¢ for Local 506 and 40¢ for Local 625. Effective November 1, 1982, 50¢ for Local 625. Effective May 1, 1983 70¢ for Local 506.

#### C. WATERPROOFING CONTRACTORS APPENDIX

Effective	<u>June 9/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>	<u>Nov. 1/83</u>
Increases	94¢	64¢	82¢	68¢
<u>Journeyman</u>				
Local 506, Toronto	\$14.04 (\$13.10)	\$14.68	\$15.50	\$16.18

Foreman Premium: \$1.00 (75¢) per hour.

Premium Pay: \$1.50 (\$1.00) per hour for swing scaffold work, suspended scaffold work and bosun's chair work.

Reporting Allowance: 2 (1) hours' pay plus travelling expenses if no work is available.

Employer Fund: Employer contributes 8¢ (5¢) per hour worked.

Welfare Fund: Employer contributes 80¢ (33¢) per hour worked.

Pension Fund: Employer contributes 40¢ (30¢) per hour worked. Effective May 1, 1983, 50¢.

Car Allowance: 32¢ (25¢) per mile.

Clothing Insurance: \$175 (\$100).



D. CONCRETE FLOOR CONTRACTORS APPENDIX

Effective	<u>June 9/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>	<u>Nov. 1/83</u>
Increases	94¢-\$1.00	41¢-65¢	82¢	50¢-68¢

Cement Mason

Local 506, Toronto	\$14.04 (\$13.10)	\$14.68	\$15.50	\$16.18
Local 837, Niagara and Hamilton	\$13.27 (\$12.27)	\$13.68	\$14.54	\$15.06
Local 1089, Sarnia	\$13.89 *	\$14.54	\$15.75	\$16.25

\* Previous rate not available.

Employer Fund:	8¢ (5¢) per hour worked.
Welfare Fund:	Employer contributes 40¢ per hour worked for Local 1089; 80¢ (53¢) for Local 506 and \$1.10 (90¢) for Local 837. Effective May 1, 1983, 50¢ for Local 1089 and \$1.30 for Local 837.
Pension Fund:	Employer contributes 40¢ (30¢) per hour worked for Local 506 and 35¢ for Local 1089. Effective May 1, 1983, 50¢ and 45¢ respectively and 45¢ (40¢) for Local 837. Effective November 1, 1983, 60¢ for Local 837.
Clothing Insurance:	\$175 (\$100).
The following benefits apply to the master portion and all appendices:	
Paid Holidays:	Heritage Day is added for a total of 10 days.
Board Allowance:	Increases by 10%. Effective May 1, 1983, a further 5% increase for all locals except 10% for Sault Ste Marie. (Previously, \$18 - \$25 depending on local.)
Mileage Allowance:	Increases by 3¢ per mile. Effective May 1, 1983, a further 3¢ per mile increase (Previously, 23¢ per mile for Windsor and 25¢ per mile for Toronto.)
Travel Allowance:	Increases by 10%. Effective May 1, 1983, a further 5% increase. (Previously, 22¢-28¢ per mile depending on local. Zone rates varied depending on local.)
Prepaid Legal Services Plan (new):	In the event a Local Joint Board of Trustees opts to establish this plan during the life of the agreement the parties agree that upon 60 days written notice they will re-arrange the total negotiated wage package where applicable, to provide the necessary contribution for funding such plan.

## July 1982 Settlements

### COMMUNICATIONS

Canada Post Corporation - Postal Officials (Ind.) (4,330 postal supervisors): Under the provision of section 9 of the Public Sector Compensation Restraint Act, the agreement effective from March 10, 1982 to December 31, 1983, is amended and extended from July 1, 1982 to June 30, 1984 and revised in July, 1982.

Wages:	Effective	<u>July 1/82</u>	<u>July 1/83</u>
	General Increases (PSCRA)	6%	5%
	<u>Weekly Rates</u>		
	PO-SUP-1	\$509.01-\$524.02 (\$480.20-\$494.36)	\$534.46-\$550.22
	PO-SUP-4	\$568.39-\$585.86 (\$536.22-\$552.70)	\$596.80-\$615.15
	PO-SUP-7	\$637.48-\$657.86 (\$601.40-\$620.62)	\$669.35-\$690.75

Cost of Living Provision: Inactive. (Previously, 1¢ per 0.26 year per year increase in the Consumer Price Index - 1971=100, payable quarterly and triggered at 6% each year, not folded into rates.)

For details of previous agreement see page 135 of the March 1982 Settlement Report.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

### FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Council of Graphic Arts Unions (4 AFL-CIO/CLC unions) (1,090 printing operations, non-supervisory employees): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from July 1, 1982 to June 30, 1984 and revised in July 1982. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 1/82</u>	<u>July 1/83</u>
	General Increases (PSCRA)	6%	5%
	<u>Offset Machine Operator 1</u>		
	OFO-2 (P.E.I., N.S., N.B., Que., Ont.)	\$4.36-\$11.16 (\$4.11-\$10.53)	\$4.58-\$11.72
	OFO-2 (Man., Sask., Alta.)	\$4.16-\$11.36 (\$3.92-\$10.72)	\$4.37-\$11.93

	<u>July 1/82</u>	<u>July 1/83</u>
OFO-2 (B.C.)	\$5.15-\$14.41 (\$4.86-\$13.59)	\$5.41-\$15.13
<u>Offset Machine Operator 4</u>		
OFO-25 (Que., Ont.)	\$4.36-\$11.60 (\$4.11-\$10.94)	\$4.58-\$12.18
OFO-25 (Man., Sask., Alta.)	\$4.16-\$11.79 (\$3.92-\$11.12)	\$4.37-\$12.38
OFO-25 (B.C.)	\$5.15-\$14.97 (\$4.86-\$14.12)	\$5.41-\$15.72

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Economists', Sociologists' and Statisticians Association (Ind.) (2,120 employees): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement effective from July 1, 1981 to December 31, 1982, is amended and extended from July 1, 1982 to June 30, 1984, as revised in July 1982.

Wages:	Effective	<u>July 1/82</u>	<u>July 1/83</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	ES-1	\$13,880-\$25,970* (\$12,510-\$24,495)	\$14,570-\$27,270
	ES-3	\$28,113-\$33,814 (\$26,522-\$31,900)	\$29,519-\$35,505
	ES-5	\$40,104-\$45,885 (\$37,834-\$43,288)	\$42,109-\$48,179
	ES-7	\$50,979-\$55,550 (\$48,093-\$52,406)	\$53,528-\$58,328

\* The pay increment period for employees in the ES-1 level is 6 months and the minimum pay increase is \$250. An employee who was initially appointed at a 1982 university recruiting rate shall be increased by the difference between the relevant 1982 and 1983 university recruitment rates rounded to the next multiple of ten dollars.

For details of previous agreement, see page 771 of the December 1981 Report.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (2,450 heating, power and stationary plant operation group supervisory and non-supervisory employees): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from July 7, 1982 to July 6, 1984 and revised in July, 1982. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 7/82</u>	<u>July 7/83</u>
	General Increases (PSCRA)	6%	5%
	HP-1	\$17,374-\$17,833 (\$16,390-\$16,824)	\$18,242-\$18,724
	HP-8	\$31,084-\$33,903 (\$29,324-\$31,983)	\$32,639-\$35,598

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

#### August 1982 Settlements

#### PAPER AND ALLIED

MacMillan Bloedel Ltd., Sturgeon Falls Division - Local 7135, Canadian Paperworkers (CLC): A 24-month renewal agreement effective from May 1, 1982 to April 30, 1984, covering 330 employees, settled at the post conciliation bargaining stage and ratified in August 1982. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/82</u>	<u>May 1/83</u>
	General Increases	12%	10%
	Skilled Trades Adjustment	20¢ prior to general increase for "A" Journeyman and above	
	Additional Adjustment	5¢-40¢ prior to general increase for some job categories	
	Strapper - Prime Siding (Paint Line)	\$11.21 (\$10.01)	\$12.33
	Labourer (Yard & Tracks)	\$11.35 (\$10.13)	\$12.49
	Journeyman A	\$14.68 (\$12.91)	\$16.15
	Machine Tender (Paper Machine)	\$14.97 (\$13.37)	\$16.47

Shift Premium: 0-30¢-40¢ (0-25¢-30¢).

Premium Pay:	Effective August 16, 1982, 25¢ (17¢) for a member of the Electrical or Instrument Department who meets the established standards through completion of the approved course or through diagnostic tests.
Responsibility Allowance:	Effective August 16, 1982, 46¢ (26¢) per hour for a lead hand and 60¢ (40¢) per hour for an "A" Journeyman and all other employees temporarily assigned to replace a salaried foreman or superintendent.
Bereavement Leave:	Effective August 16, 1982, 5 (3) consecutive scheduled working days' paid leave to attend the funeral of a spouse, child, adopted child (new) or stepchild (new). Foster parent, adoptive parent and grandchild are added to the provision for 3 consecutive scheduled working days' paid leave to attend the funeral.
Health and Welfare:	<p>Life Insurance - Effective September 1, 1982, coverage increases to \$30,000 (\$25,000), and employee contributions toward the cost will be discontinued. (Previously, employee paid 30¢ per month per \$1,000 coverage).</p> <p><u>Long Term Disability</u> - Benefit is based on regular straight-time hourly rate used to calculate weekly indemnity benefits (previously regular straight time hourly classified rate in effect on January 1st each year) i.e. 40 times straight time average rate for the 40 hours worked prior to the start of disability, excluding any overtime premium or shift bonus. Maximum monthly benefit increases to \$1,500 (\$1,300) for employee commencing weekly indemnity benefits after September 1, 1982.</p> <p><u>Extended Health Care</u> - Acupuncture is recognized for up to 30 visits per year for not more than \$7 per visit. (new).</p> <p>Dental Plan - Effective September 1, 1982, coverage is based on the 1981 (1979) Ontario Dental Association fee schedule. Employee contributes 60¢ per month single and \$2.10 per month family. Effective May 1, 1983, \$1.10 and \$3.85 respectively based on the 1982 ODA fee schedule. Coverage to include dependant children to the age of 25, if attending school regularly (new).</p>
Pension Plan:	<p><u>Retirement Income Benefit Formula</u> - Amended to provide for employee retiring after May 2, 1982 and before May 2, 1984, a pension equal to the greater of</p> <p>a) accrued benefits under the terms of the Plan as at May 2, 1982 had it been continued in effect unamended</p> <p>or</p> <p>b) 1.65% of Final average earnings plan based on employee's best 5 years earnings prior to May 1, 1984, times years of service, less 1/35 of CPP/QPP, benefits in effect at time of retirement, times years of service between January 1, 1966 and retirement (new).</p> <p><u>Early Retirement Bridging Supplement</u> - Effective May 2, 1982, \$16 (\$11) per month per year of service up to a maximum of 30 years for a member retiring on or after May 2, 1982 at age 61 with at least 20 years' service.</p>



Safety Footwear Allowance: Effective August 16, 1982, \$25 (\$5) annual maximum.

Trade Apprenticeship Allowances: Effective August 16, 1982, \$65 per week less any comparable allowance from any government agencies for an apprentice who must live away from home to attend a government trade school (new).

Effective August 16, 1982, employer pays full cost of required text books, less any government contribution for an apprentice who attends a government trade school, upon successful completion of the course (new).

Medical Certificate: Effective August 16, 1982, employer will compensate an employee for the standard fee charged by a physician for completion of a medical certificate of illness, if such certificate is required by the Company to support an employee's claim pursuant to the Weekly Indemnity Plan (new).

Severance Pay: Effective August 16, 1982, 1 week's pay (previously 2% of total earnings) per year of an employee's last full period of service without interruption due to lack of work.

#### EDUCATION AND RELATED SERVICES

University of Toronto (Libraries) - Local 1230, Canadian Union of Public Employees (CLC) (non-professional full-time employees): A 12-month wage-reopener agreement effective from July 1, 1982 to June 30, 1983, covering 438 employees, settled at the bargaining stage and ratified in August, 1982. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/82</u>
	General Increase	12.1%
	Library Technician III	\$14,673-\$16,034 (\$12,529*-\$14,303)
	Programmer F	\$29,897-\$32,836 (\$25,449*-\$29,292)

\*Due to the elimination of the start rate, negotiated under the original settlement, maximum rates are reached after 2 (3) years.

Probationary period is 90 days worked.

Pension Plan: Increase of 0.4% in employer contributions.

Meal Allowance: Effective August 5, 1982, \$5.00 (\$4.50).

#### FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (library science group): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from August 4, 1982 to August 3, 1984 and revised in August, 1982, covering 400 Ontario employees.

Wages:	Effective	<u>Aug. 4/82</u>	<u>Aug. 4/83</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rate</u>		
	LS-1	\$18,840-\$24,935 (\$17,774-\$23,524)	\$19,782-\$26,182
	LS-5	\$33,353-\$40,771 (\$31,465-\$38,463)	\$35,021-\$42,810

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Negotiations in Progress during September 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n* Stage
Abitibi-Price Inc. (Lakehead Woodlands, White River and Iroquois Falls Divs.) Thunder Bay, White River and Iroquois Falls	Carpenters (AFL-CIO) (lumber and sawmill workers) (woods empls.)	1,400	C0
Algoods (Div. of Alcan Canada Products Ltd.), Toronto	United Steelworkers (AFL-CIO/CLC)	202	C0
Allied Chemical Canada, Amherstburg	Auto Workers (AFL-CIO/CLC)	530	B
American Can of Canada Inc., Brampton	Printing and Graphic Union (AFL-CIO/CLC)	230	B
American Can of Canada Inc., Marathon	Carpenters (AFL-CIO)	240	C0
Bata Footwear (Div. of Bata Industries), Batawa, Trenton, Campbellford and Picton	Food and Commercial Workers (AFL-CIO/CLC)	600	C0
Brampton City Corp.	CUPE (CLC)	200	B
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	417	B
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	220	F
Canada Cycle and Motor Co. Ltd., Toronto	Auto Workers (AFL-CIO/CLC) (production empls.)	400	WS
Canada Safeway, Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (retail food full-time and part-time empls.)	1,125	B
Canada Sand Papers Ltd., Plattsville	Energy and Chemical Workers (CLC)	249	B
Canadian Coleman Co. Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	250	B
Canadian General Electric, Barrie, Burlington, Caledonia, Guelph, Peterborough, Toronto and Trenton	Electrical Workers (UE) (CLC) (plant empls.)	5,900	B
Canvil Ltd., Simcoe	Machinists (AFL-CIO/CLC)	200	B

\*See page 592 for definition of codes

Negotiations in Progress during September 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Arleton Board of Education	Fed. of Women Teachers' Assns of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,210	MED
Arleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	MED
hatham Public General Hospital Society	Service Employees Intl. (AFL-CIO/CLC)	210	B
hrysler Canada, Ajax, Etobicoke and Windsor	Auto Workers (AFL-CIO/CLC) (engineers, office and technical empls.)	500	PCB
hrysler Canada, Ajax, Etobicoke and Windsor	Auto Workers (AFL-CIO/CLC) (hourly-rated production empls.)	8,800	PCB
omputing Devices Co., Div. of Control Data Ltd, Ottawa and Stittsville	Employees' Assn. (Ind.)	450	B
onsumers' Gas, Metropolitan Toronto and other centres	National Union of Independent Gas Workers (Ind.)	680	CO
orby Distilleries, Corbyville	Distillery Workers (AFL-CIO/CLC)	210	B
ane Canada Ltd., Brantford	United Steelworkers (AFL-CIO/CLC)	258	B
yanamid Canada Inc., Niagara Falls	Electrical Workers (UE) (CLC)	200	B
RG Packaging Ltd., Toronto	Printing and Graphic Union (AFL-CIO/CLC)	470	CO
al Specialties (Canada), Collingwood	Auto Workers (AFL-CIO/CLC) (production empls.)	650	B
ominion Stores Ltd., Amherstburg and Windsor	United Steelworkers (AFL-CIO/CLC) (retail food empls.)	695	B
ominion Stores Ltd., Guelph Kitchener, Midland and Waterloo	Food and Commercial Workers (AFL-CIO/CLC)	280	CO
ominion Stores Ltd., northern Ontario	Retail Wholesale Employees (AFL-CIO/CLC)	870	B
ominion Stores Ltd., Sudbury	Retail Wholesale Employees (AFL-CIO/CLC) (full-time and part-time empls.)	385	B

Negotiations in Progress during September 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Dominion Stores Ltd., Toronto and other centres	Retail Wholesale Employees (AFL-CIO/CLC) (retail food, full-time and part-time empls.)	10,000	PCB
Dominion Stores Ltd., Toronto	Retail Wholesale Employees (AFL-CIO/CLC) (warehousemen)	970	PCB
Domtar Packaging Ltd., Corrugated Containers Div., Intercity	Cdn. Paperworkers (CLC)	734	MED/W
Domtar Packaging (Kraft Paper and Board Div.), Red Rock	Cdn. Paperworkers (CLC)	500	CO
Dufferin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	230	B
Durham Board of Education	CUPE (CLC)	365	PCB
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,350	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,025	B
Edwards, A Unit of General Signal Ltd., Owen Sound	United Steelworkers (AFL-CIO/CLC)	200	PCB
Essex County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	555	B
Falconbridge Nickel Mines, Falconbridge	Mine, Mill and Smelter Workers (Ind.) (mine empls.)	2,380	PMB
F.W. Fearman Co. Ltd., Burlington	Food and Commercial Workers (AFL-CIO/CLC)	575	B
Ford Motor Co. of Canada Ltd., Bramalea, Niagara Falls, Oakville, St. Thomas and Windsor	Auto Workers (AFL-CIO/CLC) (hourly-rated production empls.)	12,410	PCB
Ford Motor Co. of Canada Ltd., Windsor	Auto Workers (AFL-CIO/CLC)	354	B
Franklin Manufacturing Co. (Canada) Ltd., Cambridge	Machinists (AFL-CIO/CLC) (production empls.)	344	B



Negotiations in Progress during September 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Fraser Inc., Thorold	Cdn. Paperworkers (CLC) (mill empls.)	550	B
General Aviation Services Ltd., Toronto**	Machinists (AFL-CIO/CLC)	300	MED/WS
General Bakeries (G.B. Wonder Div.), Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	210	MED
Globe and Mail, Toronto	Newspaper Guild (AFL-CIO/CLC)	406	C0
Goodyear Canada Inc., Collingwood	Rubber Workers (AFL-CIO/CLC)	276	B
The Great Atlantic & Pacific Tea Co. Ltd., province-wide	Food and Commercial Workers (AFL-CIO/CLC) (retail food full- time and part-time empls.)	5,435	B
Great Lakes Forest Products Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,900	PMB
Great Lakes Forest Products Ltd., Thunder Bay	Carpenters (AFL-CIO) (lumber and sawmill workers)	1,400	C0
Great Lakes Forest Products Ltd., Dryden Woodlands Operations, Dryden	Carpenters (AFL-CIO)	200	C0
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	317	F
Hamilton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,320	B
Hamilton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	B
Hamilton County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	506	B
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,300	MED
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,100	B
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B

Federal jurisdiction

Negotiations in Progress during September 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'l Stage
Hammond Manufacturing Co., Guelph	Employees' Assn. (Ind.) (production empls.)	500	B
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	615	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
Hawker Siddeley Canada Ltd. (Orenda Div.), Toronto	Machinists (AFL-CIO/CLC)	402	CO
John T. Hepburn Ltd., Toronto and Mississauga	United Steelworkers (AFL-CIO/CLC)	277	MED/V
Holiday Inn and other hotels, Ottawa	Hotel Employees (AFL-CIO/CLC)	1,080	B
ITE Industries Ltd., Power Equipment Div., Mississauga	Cdn. Operating Engineers (CCU)	300	B
Kent County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
Kimberly-Clark of Canada, Longlac	Carpenters (AFL-CIO) (lumber and sawmill workers) (woods empls.)	930	CO
Kodak Canada Inc., Toronto and Brampton	Employees' Assn. (Ind.)	1,275	B
Lakehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	610	B
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	235	MED
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	930	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,110	PMB
London Transportation Commission	Transit Union (AFL-CIO/CLC)	400	MED

Negotiations in Progress during September 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Apple Lodge Farms Ltd., Norval	Food and Commercial Workers (AFL-CIO/CLC)	350	B
McMaster University, Hamilton	Cdn. Union of Educational Workers (Ind.)	1,300	B
McMaster University (Grounds and Buildings), Hamilton	Service Employees Intl. (AFL-CIO/CLC)	300	B
Metropolitan Toronto, North York City, East York, Etobicoke, Scarborough and York Borough Boards of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	6,683	MED
Metropolitan Toronto House Wreckers Assn.	Labourers (AFL-CIO)	200	B
Metropolitan Toronto Plumbing and Heating Contractors Assn.	Plumbers (AFL-CIO/CFL) (residential)	650	CO
Metropolitan Toronto Separate School Board	CUPE (CLC) (maintenance, services and plant empls.)	750	B
Miller Brothers Co. (1962) Ltd., Trenton	Cdn. Paperworkers (CLC)	215	MED/WS
Motor Transport Industrial Relations Bureau of Ontario (Ontario General Freight), system-wide	Teamsters (Ind.) (general freight drivers, dockmen, maintenance and mechanics)	5,000	WS
Niagara Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	248	B
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland	CUPE (CLC) (non-medical and para-medical empls.)	600	B
William Neilson Ltd., Georgetown and Toronto	Food and Commercial Workers	565	B
Windsor District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	450	B

Negotiations in Progress during September 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Norfolk County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	291	B
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	222	B
North American Plastics Co. Ltd., Wallaceburg	Auto Workers (AFL-CIO/CLC)	335	MED/WS
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	Ontario Public Service Employees (OPSEU) (NUPGE) (CLC) (academic staff, librarians and counsellors)	7,000	B
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (support staff empls.)	4,290	B
Ontario Hydro	CUPE (CLC)	260	B
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,000	B
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,600	B
Ottawa Civic Hospital and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	16,415	ARB
Peel Board of Education	CUPE (CLC) (part-time custodial and maintenance empls.)	420	CO
Philco Ford of Canada, Toronto	Machinists (AFL-CIO/CLC) (production empls.)	700	B
Prescott-Russell County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	307	B
Prescott-Russell County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	350	B
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	625	B



Negotiations in Progress during September 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	430	B
St. Joseph's Memorial Hospital, Lindsay	CUPE (CLC)	280	B
York University Polytechnical Institute Board of Governors, Toronto	Cdn. Union of Educational Workers (Ind.) (part-time and sessional instructors)	233	B
St. Mary's Ste. Marie Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	410	B
St. Mary's Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	365	F
Harvard Furniture Ltd. (Chair Div.) Toronto	Upholsterers (AFL-CIO/CLC)	230	B
Harvard Furniture Ltd. (Peppler Div.), Hanover	Woodworkers (AFL-CIO/CLC)	277	CO
Harvard, Div. of Sunbeam Corp. (Canada) Ltd., Brantford	Textile and Chemical Union (CCU)	205	MED
Prince Falls Power and Paper and Kimberly-Clark of Canada, Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CFL)	1,250	MED
Prince Falls Power and Paper Co., Kapuskasing	Carpenters (AFL-CIO) (lumber and sawmill workers, woods empls.)	700	B
Seiberg Inc. (Miracle Food Mart Div.), southern Ontario	Food and Commercial Workers (AFL-CIO/CLC) (retail food full-time and part-time empls.)	5,000	CO
Seiberg Inc. (Miracle Mart Div.), Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (retail dept. store empls.)	550	MED
St. Lawrence International Inc., Pembroke	United Steelworkers (AFL-CIO/CLC)	272	B
St. Mary's Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	590	MED
St. Mary's Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	860	MED



Negotiations in Progress during September 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Thunder Bay Grocery Stores	Food and Commercial Workers (AFL-CIO/CLC)	500	B
Timmins Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	215	B
Toronto City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,330	B
Toronto City, North York City, East York, Etobicoke, Scarborough and York Borough Boards of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	8,039	MED
Toronto General Hospital and 131 other hospitals	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	24,200	ARB
Toronto Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC) (guild empls.)	1,350	MED
Trailmobile Canada, Brantford	Auto Workers (AFL-CIO/CLC)	200	PCB
Travelways School Transit Ltd., Mississauga	Railway, Transport and General Workers (CLC)	220	B
Wabasso Inc., Dunnville	Clothing and Textile Workers (AFL-CIO/CLC)	372	CO
Wabasso Inc., Welland	United Textile Workers (AFL-CIO/CLC)	422	B
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	620	PMB
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	565	B
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	420	MED
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC)	280	B
Windsor City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	850	MED
Windsor City Corp.	CUPE (CLC) (inside and outside empls.)	890	B

Negotiations in Progress during September 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Harvey Woods Ltd. (Underwear and Hosiery Divs.), Woodstock and Kroy Unshrinkable Wools Ltd. Div. of Harvey Woods, Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	550	B
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses and other empls.)	1,700	B
<u>More Than One Province</u>			
Canada, system-wide**	Air Line Flight Attendants (CLC)	2,845	B
P Inc. Containers Div., Que. and Ont.	Cdn. Paperworkers (CLC), Energy and Chemical Workers (CLC) (production and office empls.)	745	WS
Air, system-wide**	Air Line Flight Attendants (CLC)	1,200	B
Air, system-wide**	Air Line Pilots (Ind.)	680	B
Air, system-wide**	Railway Clerks (AFL-CIO/CLC) (agents, dispatchers and other empls.)	1,520	B
Canada Post, Canada-wide**	Postal Workers (CLC) (postal operations group, non-supervisory)	23,500	B
Canadian Pacific Express (Cdn. Parcel Delivery Div.) system-wide**	Railway Clerks (AFL-CIO/CLC)	700	B
Government of Canada (Treasury Board)**	Public Service Alliance (PSAC) (CLC) (administration services group)	5,680	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	21,710	CO
Motor Transport Industrial Relations Bureau (Eastern Canada Car Carrier Div.), Que. and Ont.**	Teamsters (Ind.) (drivers, maintenance and other empls.)	1,300	B
Royal Canadian Mint, Hull, Que., Ottawa, Ont. and Winnipeg, Man.**	PSAC (CLC) (production and office (AFL-CIO/CLC)	530	B
Federal jurisdiction			

Negotiations in Progress during September 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Steinberg Inc., Ottawa and other centres, Ont. and Hull and Gatineau, Que.,	Food and Commercial Workers (AFL-CIO/CLC)	1,235	B

Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario  
Employees Expiring in October 1982

Employer and Location	Union	No. of Empls.
Allied Chemical Canada, Amherstburg	Auto Workers (AFL-CIO/CLC)	530
American Can of Canada Inc., Brampton	Printing and Graphic Union (AFL-CIO/CLC)	230
Bata Footwear (Div. of Bata Industries), Batawa, Trenton, Campbellford and Picton	Food and Commercial Workers (AFL-CIO/CLC)	600
Brown Shoe Co. of Canada Ltd., Perth	United Textile Workers (AFL-CIO/CLC)	300
CP Air, system-wide	Railway Clerks (AFL-CIO/CLC) (agents, dispatchers and other empls.)	358
Cambridge Towel Corp. and Elco Kitchen Products, Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	220
Canadian Pacific Express (Cdn. Parcel Delivery Div.) system-wide	Railway Clerks (AFL-CIO/CLC)	440
Canal Specialties (Canada), Collingwood	Auto Workers (AFL-CIO/CLC) (production empl.s.)	650
Government of Canada (Treasury Board), province-wide	Public Service Alliance (PSAC) (CLC) (primary products inspection group)	697
Maple Lodge Farms Ltd., Norval	Food and Commercial Workers (AFL-CIO/CLC)	350
Ontario Master Insulators Assn. Inc. (Maintenance Agt.), province-wide	Asbestos Workers (AFL-CIO/CFL)	1200
Shawna City Corp.	CUPE (CLC)	225
Ottawa Area Hotels	Hotel Employees (AFL-CIO/CLC)	747
Snap-On Tools of Canada Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	269
S. Joseph Religious Hospitallers of Hotel Dieu, Kingston	Ont. Public Service Employees (NUPGE) (CLC)	309
Norwal International Inc., Pembroke	United Steelworkers (AFL-CIO/CLC)	272
S Services Ltd., (Food Management Services) at Civic Centre, Ottawa	Hotel Employees (AFL-CIO/CLC)	200
York Hannover Hotels Ltd., Skyline Ottawa, Ottawa	Hotel Employees (AFL-CIO/CLC)	322





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TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
AND NEGOTIATIONS IN ONTARIO  
OCTOBER 1982



Prepared jointly by Labour Canada and the Ontario  
Ministry of Labour



## Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in October 1982 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in October 1982. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in November 1982.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

November 29, 1982



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## Highlights

Newspaper Settlements. A one-year renewal agreement was concluded in mid-October between Toronto Star Newspapers and the Southern Ontario Local 87 of The Newspaper Guild (TNG). The local represents the newspaper's largest bargaining unit including 1,350 employees in the editorial, circulation, advertising, administration and delivery departments.

The union entered the current negotiations looking for a wage increase of 20 per cent in one year claiming its members had lost 9 per cent to inflation over the 37-month contract that expired on July 31, 1982. In addition, the Guild sought health protection for video-display terminal operators and insisted that the full cost of insured benefit programs be absorbed by the company. Employer-proposed revisions to the existing contract, perceived by the workers to have an adverse effect on driver work schedules, pre-shift and Sunday overtime, long-term disability and other insurance plans and the confidentiality of employees' medical records, were strongly opposed by the union.

The company, publisher of Canada's largest-circulation daily newspaper, maintained it needed such contract changes to remain profitable in the highly competitive Toronto market, especially because of shrinking advertising business. The proposed contract concessions would be in addition to earlier-implemented cost-saving measures that included a hiring freeze, a reduction in the newspaper's page size and news quantity, the dropping of "Today Magazine", as well as a 6 per cent limit on 1982 salary increases for managerial staff and large cuts in capital spending.

During the course of bargaining, TNG members turned down the Star's initial monetary offer that would have raised average wages by 9 per cent in two stages over one year. An improved offer was subsequently worked out with the help of a mediator in an attempt to avert a threatened strike. The revised proposal called for a salary increase of 13.42 per cent, to a maximum of \$63.28 per week, in a one-year agreement retroactive to August 1, 1982. The offer was approved by a narrow margin of TNG members, despite a recommendation for rejection by the union negotiating committee. The committee's main objection was the ceiling on wage increases which applied to employees currently earning over \$471 per week, giving them a diminishing percentage raise.

For employees earning less than \$471 per week, the new monetary terms were comparable to those accepted in late July by The Star's 400 employees in six mechanical units. They included pressmen, papermakers, mailers, photo-engravers, machinists and electricians represented by the Printing and Graphic Communications Union (PGCU) and two other craft unions covered by separate agreements having December 31, 1981 as a common expiry date. The new settlements, reached in mediation, provided a two-stage wage increase of 13 per cent, to a maximum of \$63.28 per week over one year, with the second installment of 6 per cent, to a maximum of \$30.27 per week, phased in July 1, 1982. In addition, the production employees received a lump sum payment, equivalent to a 6 per cent increase over the initial six months of 1982, designed to compensate for the staging of the increases. [For details of the mechanical units settlement see pp. 416 to 417 of the July 1982 issue of this report].

The new agreements were overwhelmingly accepted by members of the six units, although the PGCU did not achieve its bargaining goal of bringing The Star craftsmen rates up to those negotiated earlier by their counterparts at The Globe and Mail. Under the terms of the two-year contract settled last January, The Globe's 70 pressmen, platemakers and paper handlers received a general wage increase of 13 per cent effective January 1, 1982 and a further 12 per cent a year later. Soon after that contract was signed, a recession-induced drop in advertising revenues forced the Globe's management to undertake a series of retrenchment actions, including a dismissal of 50 employees by mid-1982. Among them were 11 TNG and 9 PGCU members, whose layoffs were subsequently challenged by the Guild on the grounds that the newspaper had violated the collective agreement by not consulting the union prior to the dismissals.

At the same time the Guild opened negotiations on a new agreement for its 400 members working in the Globe's editorial, inside circulation, maintenance and delivery departments under a contract that expired on June 30. The main issues in contention during the talks involved job security, the scope of the bargaining unit and salaries. Included in the employer-sought revisions were the removal of restrictions on the management right to lay off workers for economic reasons and exclusion from the TNG bargaining unit of those employees who work outside Ontario. Aside from the proposed changes, the company offered a two-year agreement with a salary increase of 9 per cent in the first year and 8 per cent in the second, along with extra adjustments for certain classifications. The Guild originally proposed a wage increase of 15 per cent over one year, but in the course of bargaining reduced its demand to 13.42 per cent to match the recent settlement at The Toronto Star.

The differences were eventually settled in mediation, while the layoff grievance was resolved through arbitration by mid-January 1982. The new settlement, which was ratified by a 93 per cent affirmative vote, included wage increases of 9 per cent in each year of a two-year contract. The increases were implemented on July 1, 1982 and June 27, 1983, and had an upper limit of \$47.09 and \$51.33 per week, respectively. Other changes included wage adjustments for junior clerks and loaders, increases in some differentials and allowances and improvements in paid vacation and life insurance provisions. The contentious job security clause was maintained, with the employer agreeing to increase the notice period for economy dismissals from three to eight weeks.

The settlement coincided with the grievance arbitration decision which rejected the union request for reinstatement of the dismissed employees. However, the arbitration board found the newspaper infringed on existing job security provisions by implementing the layoffs without first consulting the union about other economies. In consequence, the 11 TNG members were awarded three extra weeks' pay, in addition to the three weeks of severance pay they originally received, on the grounds that the additional three weeks represented the time which would have been needed to discuss with the union possible alternatives to staff reductions. Nevertheless, the board noted that such discussions would not have alleviated the problem in the light of the extensive retrenchment measures initiated earlier by the employer.

Hawker-Siddeley, Canadian Car Settlement. The United Auto Workers (UAW) and the Canadian Car Division of Hawker-Siddeley Canada in Thunder Bay signed a 24-month renewal agreement in late October. The new pact marked the second time in the last five years that the company's production employees agreed to forego a general wage increase and continue instead a cost-of-living clause from a previous contract.

The workers accepted such terms for the first time back in 1977 to help the financially troubled company become more competitive. The parties anticipated that the rail and transit car producer would obtain new orders before the December 1979 expiry date of that contract and the union would be able to gain more in the next set of negotiations. However in the interim, the company suffered further losses due to engineering changes in partially completed contracts. Despite that, at the outset of the 1979 bargaining round the workers decided to ask for wage increases adequate to recover the lost income along with pension plan improvements, while the company was determined to cut its losses by holding down wage costs. In consequence, the heavy pressures on both parties led to a prolonged work stoppage. The 27-week strike was ended in October 1980 with a 29-month agreement running through May 31, 1982. It called for a three-stage general wage increase totalling 70 cents per hour. It also continued the open-ended COLA escalator, with \$1.23 in past COLA payments folded into wage rates and the adjustment factor improved in 1981 from .35 to .33.

Over the past two years, the company did not obtain any significant orders, except for a government contract for bi-level commuter train cars for the southern Ontario GO Transit system. With this lone order on the books (scheduled for completion in the fall of 1983) and two-thirds of the employees laid off, the current bargaining situation became extremely difficult. Initially, the union adopted the Autoworkers' Canadian Council resolution that no financial concessions be accepted in new contracts. Consequently, the workers' bargaining goals included a substantial wage increase and a number of improvements to the contract language and fringe benefits, particularly to the pension plan. The company's counterproposals were in line with its restraint policy and centered around such matters as wages, cost-of-living, pensions, and layoff and rehiring practices. In the course of ensuing mediated talks, the issues were reduced to monetary questions. At that point, the union recommended acceptance of a new pact which did not contain any general wage increases over the next two years, concluding that in the light of economic realities its approval would be in the best interests of the membership. Under the new terms, the existing COLA payments of \$1.80 per hour were incorporated into the wage rates on the October 31 ratification date and the COLA provision was continued. Assuming inflation levels in the next two years of 9 and 8 per cent, the COLA formula may produce an additional payment of up to \$1.50 per hour over the life of the agreement. In other areas, the workers gained only improvements in certain welfare benefits, such as higher life insurance coverage and weekly indemnity payments and updated dental fee schedules. Also in the event of layoff, the employer agreed to provide employees having five or more years of seniority with an option of purchasing a three-month life and medical insurance coverage at company costs.







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Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	623
York Borough Corp., Works Dept. and Parks and Recreation Dept.	CUPE (CLC)	637

FOOD AND BEVERAGE

General Bakeries Limited (G.B. Wonder Division) at Toronto - Local 264, Bakery and Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from August 13, 1982 to August 12, 1984, covering 210 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Aug. 13/82</u>	<u>Aug. 13/83</u>
	General Increases	\$1.10	90¢
	General Help	\$9.82	\$10.72
	Light Duties	(\$8.72)	
	Machinist "A"	\$12.79 (\$11.69)	\$13.69
Night Shift Premium:	Effective October 9, 1982, 55¢ (50¢). Effective August 13, 1983, 60¢.		
Paid Vacation:	Effective August 13, 1983, 6 weeks after 25 (30) years' service.		
Health and Welfare:	<u>Life Insurance and A.D. &amp; D.</u> - Effective November 1, 1982, \$15,000 (\$12,000) coverage.		
	<u>Weekly Indemnity</u> - Benefit increases to \$210 (\$200) per week.		
	<u>Dental Plan</u> - Effective January 1, 1983, benefits increase to a maximum of \$1,000 (\$500) per year.		
Pension Plan:	Union and management mutually agree to discuss the implementation of a non-contributory plan effective January 1, 1984 to January 1, 1989. (Previously contributory plan).		
Meal Allowance:	Effective October 9, 1982, \$3 (\$2).		
Safety Shoe Allowance:	Effective October 9, 1982, employer contributes \$70 (\$55) for 1 pair per year and a second pair when the first is damaged beyond repair (unchanged).		

TEXTILE

Harding Carpets Limited at Collingwood - Local 1857, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1983 to December 31, 1984, covering 420 employees\*, settled at the bargaining stage. Duration of negotiations - 1 month.

\*Includes 160 employees currently on lay-off status.

Wages:	Effective	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>
	General Increases	66¢	70¢
	Additional Adjustments	4¢ for Reeler Winder and Creeler	

	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>
Labour Group 1 (General Labour)	\$7.09 (\$6.43)	\$7.79
Labour Group 13 (Certified Electrician)	\$8.93 (\$8.27)	\$9.63

Shift Premium: 0-23¢-26¢ (0-20¢-23¢).

Health and Welfare: Weekly Indemnity - Effective January 1, 1983, benefit increases to 60% (55%) of basic earnings up to the UIC maximum (previously \$175).

## WOOD

Northern Wood Preservers (A Division of 502084 Ontario Limited), formerly Abitibi-Price Inc., Northern Wood Preservers Division, at Thunder Bay - Local 38, Canadian Paperworkers\* (CLC): A 24-month first agreement effective from May 16, 1982 to May 15, 1984, covering 350\*\* employees, settled at the bargaining stage. Duration of negotiations - 1 week.

\*Previously, represented by Carpenters (AFL-CIO).

\*\*Includes 163 employees currently on lay-off status.

Wages:	Effective	<u>May 16/82</u>	<u>May 16/83</u>
General Increases		\$1.10	\$1.08
Additional Adjustments		18¢ for Lumber Sawmill Trimmer; 15¢ for Licensed Grader. Addition of a new classification - Locomotive Operator Helper	
Labour		\$9.43 (\$8.33)	\$10.51
Electrician Class A		\$12.15 (\$11.05)	\$13.23

Previous rate for Electrician Class A reflects a 50¢ adjustment made to Skilled Trades wage rates in July, 1980.

Shift Premium: Effective October 30, 1982, 0-25¢-30¢ (0-20¢-25¢). Effective May 16, 1983, 0-27¢-31¢.

Overtime Pay: Time and one-half for actual time worked by an employee during his lunch period. (Previously, a minimum of three-fourths hour's pay.)

Paid Vacation: Effective May 16, 1983, 3 weeks after 4 (5) years' service, 4 weeks after 11 (12) years, 5 weeks after 18 (20) years and 6 weeks after 23 (24) years.



Supplementary Vacation with Pay:	Effective May 16, 1983, employee with 25 years' service receives 2 additional days (unchanged) at age 60, 4 (3) days at age 61, 5 (4) days at age 62, 6 (5) days at age 63 and 8 (6) days at age 64.
Crown Witness Pay:	Employer pays the difference between fees received and regular straight-time pay.
Bereavement Leave:	Grandchild is added to the provision for 2 days' paid leave to attend the funeral or 1 day to attend a memorial service when distance prevents him from attending the funeral.
Health and Welfare:	<u>Life Insurance</u> - Effective November 1, 1982, \$25,000 (\$20,000) coverage at a monthly cost to the employee of 20¢ (30¢) per \$1,000.  <u>Weekly Indemnity</u> - Effective November 1, 1982, \$250 (\$210) per week maximum benefit.  <u>OHIP</u> - Effective November 1, 1982, employer contributes \$27 (\$20) per month for single coverage and \$54 (\$40) for family coverage.  <u>Long Term Disability</u> - Effective November 1, 1982, maximum benefit increases to \$1,000 (\$800) per month, and dependent government offsets are removed.  <u>Dental Plan</u> - Effective November 1, 1982, coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Effective May 16, 1983, the 1982 ODA fee schedule.
Automation (new):	An employee with 10 years' service who is set back to a lower paid job retains his rate for 3 months and for a further 3 months receives a rate midway between his previous rate and the new job rate. Thereafter the new job rate will apply.
Meal Allowance:	\$5.50 (\$4.50).
Safety Shoe Allowance (new):	Employer contributes \$10 per pair.

#### PAPER AND ALLIED

Domtar Packaging, Kraft Paper and Board Division at Red Rock - Locals 255 and 528, Canadian Paperworkers (CLC): Two 24-month renewal agreements effective from May 1, 1982 to April 30, 1984, covering 490 employees, settled at the conciliation officer stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	May 1/82	May 1/83
General Increases		12%	10%
Skilled Trades Adjustment		20¢ per hour applied prior to increase for Class A Tradesmen, including Painters	
Labourer		\$11.38 (\$10.16)	\$12.52

	<u>May 1/82</u>	<u>May 1/83</u>		
Tradesmen	\$14.94 (\$13.14)	\$16.43		
Shift Premium:	0-30¢-40¢ (0-25¢-30¢).			
Bereavement Leave:	Grandchild is added for 3 days' paid leave.			
Health and Welfare:	<u>Life Insurance</u> - Employer pays 100% of premium costs for \$25,000 (\$10,000) coverage. Employee may purchase an optional \$25,000 coverage. Employee pays 16¢ per thousand.  <u>Long Term Disability</u> - Maximum benefit increases to \$1,500 (\$1,300) per month.			
Pension Plan:	<u>Benefit Formula</u> - Final average earnings plan to be based on best 5 years of employee's earnings (previously career average plan). Employee contributes 5% of earnings less CPP contributions and employer contributes the balance (previously varied).  <u>Basic Benefit</u> - 5% increase for all retirees on or after May 1, 1982. Effective May 1, 1983, a further 5% increase.  <u>Early Retirement Bridging Supplement</u> - \$16 (\$11) per month per year of service.			
Safety Shoe Allowance:	\$18 (\$12) per pair. Effective May 1, 1983, \$25.			
<u>Fraser Inc. (Thorold Division), formerly Abitibi-Price Fine Papers, at Thorold - Local 290, Canadian Paperworkers (CLC) (500 mill employees):</u> A 24-month renewal agreement effective May 1, 1982 to April 30, 1984, settled at the bargaining stage. Duration of negotiations - 10 months.				
Wages:	<u>Effective</u>	<u>May 1/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
General Increases		6%; minimum of 60¢ per hour	3%	9%
General Labourer		\$10.44 (\$9.84)	\$10.75	\$11.72
Tool Crib Attendant		\$11.66 (\$11.00)	\$12.01	\$13.09
Journeyman "A"		\$13.18 (\$12.43)	\$13.58	\$14.80
Hours of Work:	40 per week (unchanged).			
Shift Premium:	Effective November 1, 1982, 0-30¢-40¢ (0-25¢-30¢).			

Putting on Wires - 6 hours pay and 2 hours deducted from the regular hours of work when paper machines operate on Sunday (new).

Paid Holidays: 8 (6) designated days, 4 floaters (2 to be taken on a Saturday or Monday). Total of 12 (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 4 years, 4 weeks after 9 years, 5 weeks after 20 years and 6 weeks after 27 years. Employees with 25 years of continuous service receive an additional week at age 60, 2 at 61, 3 at 62, 4 at 63 and 5 at 64 (unchanged).

Bereavement Leave: 5 (3) days' paid leave in the event of death of spouse and child.

Health and Welfare: Life Insurance- \$20,000 company paid (previously \$14,500 company paid and \$5,500 paid by employee at 30¢ per \$1,000).

Weekly Indemnity - Effective May 1, 1983, 70% of employee's wage to a maximum benefit of \$275 (\$264) per week.

Dental Plan - Effective November 1, 1982, coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Effective May 1, 1983, the 1982 ODA fee schedule.

Pension Plan: A 5 year averaging plan to be implemented subject to the approval of Revenue Canada and Provincial laws.

Meal Allowance: Effective October 3, 1982, \$2.75 (\$1.75). Effective May 1, 1983, \$3.00.

Spruce Falls Power and Paper Company Ltd. and Kimberly-Clark of Canada Ltd. at Kapuskasing - Locals 89 and 256, Canadian Paperworkers (CLC) (1,350 employees): Two 24-month renewal agreements effective from May 1, 1982 to April 30, 1984, settled with mediation assistance.

Wages:	Effective	May 1/82	May 1/83
General Increases		12%	10%
Skilled Trades Adjustments		20¢ per hour applied prior to the general increase for Schedule A employees	
Labourer		\$11.38 (\$10.16)	\$12.52
Stone Sharpener		\$13.33 (\$11.90)	\$14.66
Journeyman "A"		\$14.90 (\$13.10)	\$16.39

	<u>May 1/82</u>	<u>May 1/83</u>
Head Machinist	\$15.64 (\$13.76)	\$17.20

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-30¢-40¢ (0-25¢-30¢).

Paid Holidays: 6 designated and 6 floating days (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 10 years, 5 weeks after 18 years, 6 weeks after 25 years and 7 weeks after 30 years (unchanged).

Bereavement Leave: Grandchildren are added to the 3 day provision and 1 day is added to the 5 day provision for employees who are prevented by distance from attending the funeral within 5 days.

Health and Welfare: Dental Plan - Effective in 1982, coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Effective in 1983, on the 1982 ODA fee schedule.

DRG Packaging (Division of DRG Inc.) at Toronto - Local 466, Printing and Graphic Union (AFL-CIO/CLC): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 400 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 6/82</u>
	General Increase	8.5%
	Group 20 (includes Table Worker)	\$6.86-\$7.39 (\$6.32-\$6.81)
	Group 16 (includes Gravure Helper)	\$8.25-\$8.58 (\$7.60-\$7.91)
	Group 1 (includes Instrument Technician)	\$12.05-\$13.07 (\$11.11-\$12.05)

Previous rates reflect a 2% adjustment to the September 7, 1981 rates plus a job class increment of 1¢ for each classification.

Probationary period is 75 days worked with the option of an extension up to 30 calendar days upon mutual agreement. Maximum rates for Table Worker is reached after 12 (24) months, for Gravure Helper after 12 months (unchanged) and for Instrument Technician after 72 months (unchanged).

Health and Welfare: Life Insurance - Effective January 1, 1983, \$10,000 (\$9,000) coverage.

Pension Plan: Basic Benefit - \$12.50 (\$10.50) per month per year of service.



Vesting (new) - Effective January 1, 1983, full vesting upon termination prior to age 65 based on a formula of age plus years in plan equalling 40. Eligibility is 5 years' service.

Safety Shoe Allowance: Effective January 1, 1983, employer contributes \$30 (\$25) per year.

Miller Brothers Company (1962) Limited at Trenton - Local 1489, Canadian Paperworkers (CLC): A 24-month renewal agreement effective from September 15, 1982 to September 14, 1984, covering 216 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 15/82</u>	<u>Sept. 15/83</u>
General Increases		12%	10%
Trades Labour		\$10.02 (\$8.95)	\$11.02
Machine Tender		\$12.00 (\$10.71)	\$13.20
Engineer 2nd Class		\$12.31 (\$10.99)	\$13.54

Probationary period is 60 working days or 90 consecutive days, whichever comes first (previously 60 consecutive days).

Cost of Living Provision: Inactive, as previously.

Shift Premium: 0-25¢-30¢ (0-19¢-30¢) for eight-hour shifts. 37¢ (32¢) for twelve-hour shifts.

Paid Holidays: 3 (1) floating holidays replace Easter Monday and Victoria Day for a total of 10 days.

Health and Welfare: Weekly Indemnity - Effective October 20, 1982, benefits increase to UIC maximum (previously 66 2/3% of weekly wages to a maximum of \$210).

Long Term Disability - Effective November 1, 1982, maximum benefit increases to \$820 (\$720) per month.

Dental Plan - Coverage is based on the 1982 (1979) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Monthly benefits increase by the same percentage as the general wage increases (previously \$358.53 per month).

Meal Allowance: Effective October 20, 1982, \$3.00 (\$2.50). Effective September 15, 1983, \$4.00.

Mileage Allowance (Truckers): Increases by the same percentage as the general wage increase.



PRINTING, PUBLISHING AND ALLIED

Toronto Star Newspapers Ltd. at Toronto - Local 87, Newspaper Guild (AFL-CIO/CLC)  
(1,350 non-printing employees): A 12-month renewal agreement effective from August 1, 1982 to July 31, 1983, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Aug. 1/82</u>
	General Increase	13.42% to a maximum of \$63.28/week

Weekly Rates

Office Messenger	\$233.00-\$267.10 (\$205.43-\$235.50)
District Representative (Key Rate)	\$341.55-\$566.04 (\$301.14-\$502.76)
Reporter, Grade 3	\$383.38-\$596.54 (\$338.02-\$533.26)

Hours of Work: 35 per week (unchanged).

Paid Holidays: 9 days (unchanged).

Paid Vacation: 3 weeks after 1 year's service, 4 weeks after 5 years and 5 weeks after 10 years (unchanged).

Health and Welfare: Dental Plan - Employer pays 50% of premium costs to a maximum of \$9.93 (\$7.59) per month family coverage, or \$4.60 (\$3.51) per month single.

Mileage Allowance: Currently at 25.6¢ per mile for casual use of personal vehicle and 28.6¢ per mile for authorized and required use of personal vehicle as a condition of employment. Every 3 months amounts are reviewed and adjusted .258¢ per mile for each 1¢ per litre change in the price of regular unleaded gasoline (unchanged).

Tool Allowance: Effective in 1983, \$125 (\$100) per year for vehicle mechanics.

Auto Liability Insurance: Minimum \$300,000 (\$100,000) coverage.

METAL FABRICATING

Algoods, Division of Alcan Canada Products Limited at Toronto - Local 2858, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from August 24, 1982 to August 23, 1984, covering 202 employees, settled at the conciliation officer stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Aug. 24/82</u>	<u>Aug. 24/83</u>
	General Increases	82¢	65¢

	<u>Aug. 24/82</u>	<u>Aug. 24/83</u>
Upgrading Adjustment	Sub-graded Labour upgraded to Labour Grade 1	
Labour Grade 1	\$9.52 (\$8.70)	\$10.17
Electrician Grade 1	\$11.01 (\$10.19)	\$11.66
Electronic Electrician (new)	\$11.14	\$11.79
Shift Premium:	0-30¢-35¢ (0-26¢-31¢).	
Relief Premium:	11¢ (10¢) per hour for all hours worked on a relief system.	
Meal Allowance:	\$3 (\$2.50).	
Safety Boot Allowance:	\$35 (\$30) per year.	

#### TRANSPORTATION EQUIPMENT

Ford Motor Company of Canada Limited at Windsor, Bramalea, Oakville, Niagara Falls and St. Thomas - Locals 200, 584, 707, 1054 and 1520, Auto Workers (AFL-CIO/CLC) (12,000 hourly-rated employees): A 23-month renewal agreement effective from October 10, 1982 to September 14, 1984, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages: No increase in rates that were in effect at the conclusion of the previous agreement.

Assembler 2 \$9.64

Tool & Die Maker \$11.81

Hiring-In Rates: Start rate is 85% of job rate; progresses at 5% increments every 6 months to 100% of job rate. (Previously started at 60¢ below job rate and progressed to full job rate after 16 weeks.)

Cost of Living Allowance: The \$2.20 floating at the conclusion of the previous agreement, will continue as a float. Effective September 15, 1982, a 25¢ "COLA travel"\* was added.

COLA formula for the period September 1, 1982 to December 1, 1983, covering 5 quarterly calculations, will be based on the existing formula of 1¢ per 0.26 point change in the combined United States/Canada Consumer Price Index - 1967=100. (COLA diversion requirement under the previous agreement eliminated.)

The remaining 2 calculations, March 4, 1984 and June 1, 1984, will be based on a new all Canadian Index - 1969=100. A special 28¢ bonus will be added to the March 4, 1984 COLA calculation. No scheduled fold-in of any COLA monies during the agreement.

\*The amount of COLA that would have been forthcoming for the period June 1, 1982 to September 1, 1982 had the previous formula been extended to cover this quarter.

Hours of Work:	40 per week (unchanged).
Paid Holidays:	December Sunday holiday eliminated leaving 6 designated days plus the Christmas holiday period running from Christmas Eve through New Year's Day. (Previous agreement had a total of 43 days over the life of the contract).
Paid Personal Holidays:	Effective January 1, 1983, all PPH days eliminated. (Of the 9 days provided by the previous agreement for 1982, the 3 outstanding remaining days will be honoured i.e. December 21, 22 and 23, 1982.)
Special Holiday (new):	<p>For 1982 only, the plant will close Monday, December 20.</p> <p>Employees will be paid from the Automatic Short Work Week Fund for this occasion.</p>
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 3 years, 4 weeks after 15 years and 5 weeks after 20 years (unchanged).
Health and Welfare:	<p><u>Life Insurance, A.D. &amp; D. and Total and Permanent Disability</u> - Coverage varies by hourly rate. Although there is no scheduled fold-in of COLA during this agreement, for purposes of establishing the level of life insurance coverage, wage rates will be applied as if the equivalent transfer of \$2.39 per hour had been incorporated.</p> <p><u>Extended Disability Benefit</u> - \$100 (\$50) per month for workers disabled prior to January 1, 1974 without CPP/QPP benefits.</p>
Pension Plan:	<u>Supplementary Benefit</u> - Payable until age 65 based on up to 30 (25) years' service. Maximum benefit increases to \$450 (\$375) per month.
Special Pension: Payment (new):	\$300 lump sum payment for all pensioners on January 1, 1983 and January 1, 1984; \$180 for all surviving spouses on each of these dates.
Supplemental Unemployment Benefit Plan:	<p><u>Long Term Lay-off</u> - 104 (52) weeks of SUB coverage for employee with 10 or more years of service.</p> <p><u>Termination Payment Plan (new)</u>: - Re: Total and Permanent Plant Closure - Employee with 10 or more years of service is eligible for a lump sum payment following exhaustion of 104 weeks of SUB. Amount of payment ranges from \$10,500 for employee with 10 to 15 years of service to \$17,500 for employee with 25 years. Recall rights waived upon acceptance of payment.</p> <p>Re: Partial Discontinuance of an Operation - Employee permanently laid-off and having 15 or more years of service receives 104 weeks of SUB plus the lump sum payment as described above.</p> <p><u>Advanced Credit Fund</u> - \$5.9 million additional funding added.</p>

Ford Motor Company of Canada Limited at Bramalea and Windsor - Locals 1324 and 240, Auto Workers (AFL-CIO/CLC) (office, clerical and technical employees): Two 23-month renewal agreements effective from October 6, 1982 to September 14, 1984, covering 440 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 1/2 months.

**Wages:** No increase in rates that were in effect at the conclusion of the previous agreement.

Monthly Rates

Salary Class 1                      \$1,217.16 - \$1,535.09  
(includes Junior Clerk)

Salary Class 11                    \$1,656.59 - \$2,250.15  
(includes Senior  
Specification Clerk)

Probationary period is 90 calendar days. Job rates for current employees are reached after automatic semi-annual increases. Increases beyond the Job Rate are on merit. New hires receive 1 increment after 12 (6) months. Employees being promoted receive 1 increment at the time of promotion followed by a 12 (6)-month suspension in increments.

**Cost of Living Allowance:** The \$381.34 per month floating at the conclusion of the previous agreement, will continue as a float. Effective September 16, 1982, \$43.33 per month "COLA travel"\* was added.

COLA formula for the period December 1, 1982 to December 1, 1983, covering 4 quarterly calculations will be based on the existing formula of 1¢ per 0.26 point change in the combined United States/Canada Consumer Price Index - 1967=100. (COLA diversion requirement under the previous agreement eliminated.)

The remaining 2 calculations, March 1, 1984 and June 1, 1984, will be based on a new all Canadian Index - 1969=100. A special \$48.53 per month bonus will be added to the March 1, 1984 COLA calculation. No scheduled fold-in of any COLA monies during the agreement.

\*The amount of COLA that would have been forthcoming for the period June 1, 1982 to September 1, 1982 had the previous formula been extended to cover this quarter.

**Hours of Work:** 40 per week (unchanged).

**Paid Holidays:** December Sunday holiday eliminated leaving 6 designated days plus the Christmas holiday period running from Christmas Eve through New Year's Day. (Previous agreement had a total of 41 days over the life of the contract).

**Paid Personal Holidays:** Effective January 1, 1983, all PPH days are eliminated.

**Health and Welfare:** Extended Disability Benefit - \$100 (\$50) per month for workers disabled prior to January 1, 1984 without CPP/QPP benefits.



Life Insurance, A.D. & D. and Total and Permanent Disability -  
Coverage varies by monthly rates. Although there is no scheduled fold-in of COLA during this agreement, for purposes of establishing the level of life insurance coverage, wage rates will be applied as if the equivalent transfer of \$414.27 per month had been incorporated.

Pension Plan: Supplementary Benefit - Maximum benefit increases to \$450 (\$375) per month, payable until age 65 based on up to 30 (25) years' service.

Special Pension Payment (new): \$300 lump sum payment for all pensioners on January 1, 1983 and January 1, 1984; \$180 for all surviving spouses on each of these dates.

Supplemental Unemployment Benefit Plan: Long Term Lay-off - 104 (52) credit units of SUB coverage for employee with 10 or more years of service.

Termination Payment Plan (new): - Re: Total and Permanent Office Closure - Employee with 10 or more years of service is eligible for a lump sum payment and full medical coverage for 24 (12) months following 12 continuous months of lay-off. Amount of payment ranges from \$10,500 for employee with 10 to 15 years of service to \$17,500 for employee with 25 years. Recall rights waived upon acceptance of payment.

Re: Partial Discontinuance of an Operation - Employee permanently laid-off and having 15 or more years of service receives 104 credit units of SUB plus the lump sum payment as described above.

Hawker Siddeley Canada Inc. (Canadian Car Division) at Thunder Bay - Local 1075, Auto Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1982 to May 31, 1984, covering 875\* employees, settled with mediation assistance. Duration of negotiations - 5 1/2 months.

\*Includes 579 employees, currently on lay-off status.

Wages:	Effective	<u>Oct. 31/82</u>
	COLA Fold-in	\$1.80
	Labourer	\$10.53-\$10.98 (\$8.73-\$9.18)
	Electrician Maintenance	\$12.28-\$12.48 (\$10.48-\$10.68)
	Tool and Die Maker	\$12.48-\$12.68 (\$10.68-\$10.88)

No other wage adjustments were negotiated.

Probationary period is 60 working days. Maximum rates for Labourer are reached with one increase of 25¢ after 60 working days, and a second increase of 20¢ after a further 30 working days, and for Electrician-Maintenance and Tool and Die Maker with one increase after 30 working days.



Cost of Living Allowance: 1¢ per 0.33 point change in the Consumer Price Index - 1971=100. Adjusted quarterly. (Basic formula is unchanged.)

Health and Welfare: In the event of lay off, an employee with 5 or more years of service may buy 3 months coverage for Life Insurance, A.D. & D., Semi-Private Hospitalization, Major Medical including Prescription Drugs, Dental Plan and optional OHIP coverage at the employer's cost.

Life Insurance and A.D. & D. - Effective October 31, 1982, \$13,000 (\$12,000) coverage. Effective June 1, 1983, \$14,000.

Weekly Indemnity - Effective January 1, 1983, benefit is the UIC allowable payment, with a minimum benefit of \$225 per week. Effective January 1, 1984, minimum benefit increases to \$240 per week. (Previously, a flat benefit of \$210 per week.)

Dental Plan - Effective October 31, 1982, coverage is based on the 1980 (1979) Ontario Dental Association fee schedule. Effective June 1, 1983, the 1981 ODA fee schedule.

#### ELECTRICAL PRODUCTS

Solaray, Division of Sunbeam Corporation (Canada) Limited at Brantford - Local 600, Canadian Textile and Chemical Union (CCU): A 24-month renewal agreement effective from October 1, 1982 to September 30, 1984, covering 205 employees, settled with mediation assistance. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Oct. 1/82</u>	<u>Oct. 1/83</u>
General Increases		50¢	35¢
Upgrading Adjustment		10¢ for Dyehouse	
Additional Adjustments		*	
Labour Grade 2 (includes Assembler)		\$5.20-\$5.35 (\$4.70-\$4.85)	\$5.55-\$5.70
Labour Grade 15 (Mechanic III)		\$8.15-\$8.40 (\$7.65-\$7.90)	\$8.50-\$8.75

\* Lead Hand: Loom Fixer and Machine Fixer Plastics receive an extra 15¢ after 6 months' service and 39¢ after 9 months. Maximum rates are reached after 9 (3) months' service. Truck Driver changed to Labour Grade 11 (10).

Probationary period is 60 days worked. Maximum rate for Labour Grade 2 is reached after two 3-month increases, and for Labour Grade 15, after one 3-month increase.

Shift Premium: 0-20¢-20¢ (0-17¢-17¢).

Call-Back and Report-in Pay: Minimum of 4 (3) hours' pay.

Bereavement Leave:	Incentive employee receives the Labour Grade 2 rate of pay while on leave. (Previously, received the base incentive rate).
Health and Welfare:	Life Insurance and A.D. & D. - \$4,500 (\$4,000) coverage. Effective October 1, 1983, \$5,000.
	<u>Weekly Indemnity</u> - Payments are based on a 1-1-7-26 (1-1-8-26) basis.
	<u>Major Medical</u> - Maximum claim for eyeglasses increases to \$55 (\$50) every 2-year period.
Safety Shoe Allowance:	\$25 (\$20) for one pair per year.

Edwards, a Unit of General Signal Limited at Owen Sound - Local 7466, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective October 1, 1982 to September 30, 1984, covering 200 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 1/82</u>	<u>Oct. 1/83</u>	<u>Apr. 30/83</u>
	General Increases	50¢	55¢	
	Additional Adjustments	Restructuring of wage schedule		
	Job Class Increment			2¢ for Grades 4 and up
	Grade 3 (includes Assembler B)	\$6.72 (\$6.22)	\$7.27	\$7.27
	Grade 21 Tool & Die Maker	\$8.88 (\$8.38)	\$9.43	\$9.79

Maternity Leave: Employer continues to pay 100% of premium costs for OHIP and Semi-Private Hospitalization up to a maximum of 17 weeks for employee with 6 months' service. (Previously, in accordance with the Employment Standards Act.)

Health and Welfare:	Life Insurance and A.D. & D. - \$10,000 (\$9,500) coverage. Effective October 1, 1983, \$10,500.
	<u>Weekly Indemnity</u> - Benefits increase to \$210 (\$189) per week. Effective October 1, 1983, \$220.

Pension Plan:	Basic Benefit - \$8.00 (\$7.50) per month per year of service. Effective October 1, 1983, \$8.50.
	<u>Total Disability Pension (new)</u> - Minimum monthly benefit of \$100 for eligible employee with a minimum of 10 years service.

Hammond Manufacturing Company Ltd. at Guelph - Employees' Association (Ind.) (500 plant and distribution centre employees): A 12-month renewal agreement effective from October 1, 1982 to September 30, 1983,

settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Oct. 1/82</u>
	General Increases	6% on top rates
	Cleaning Operator (Light - 6 months to 1 year)	\$6.78-\$7.22 (\$6.61-\$6.81)
	Fork Lift Operator	\$8.31-\$8.84 (\$8.14-\$8.34)
	Toolmaker Class 2	\$9.79-\$10.42 (\$9.63-\$9.83)
Hours of Work:	40 per week (unchanged).	
Shift Premium:	33¢ (28¢) per hour on any regular shift commencing after 12:15 p.m.	
Paid Holidays:	11 plus 2 floating days (unchanged).	
Paid Vacation:	1 week for less than 1 year's service, 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 12 years, 5 weeks after 22 years and 6 weeks after 28 years.	
Vacation Bonus:	\$20 (\$15) per week of vacation entitlement.	
Health and Welfare:	<u>Dental Plan</u> - Effective January 1, 1983, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.	
Safety Shoe Allowance:	1 pair to a maximum of \$50 (\$40) per year.	

#### RETAIL TRADE

Dominion Stores Limited at Guelph, Kitchener, Midland, Waterloo and K-Mart Plaza in Waterloo Township - Local 206, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time employees): Two 20-month renewal agreements effective from November 1, 1982 to June 21, 1984, with wages retroactive to June 22, 1982, covering 280 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 22/82</u>	<u>June 19/83</u>
	General Increases*		
	Full-time Employees	\$1.05 per hour	\$1.05 per hour
	Part-time Employees	75¢ per hour	75¢ per hour
	<u>Weekly Rates</u>		
	Clerk "A" hired after November 19, 1978	\$247.05-\$398.80** (\$227.62-\$359.95)	\$266.47-\$437.65**

	<u>June 22/82</u>	<u>June 19/83</u>
Meat Cutter	\$405.83-\$448.25 (\$386.40-\$409.40)	\$425.26-\$487.10

Hourly Rates

Student - hired after November 19, 1978	\$4.60-\$8.70** (\$4.22-\$7.95)	\$4.98-\$9.45**
Non-Student - hired after November 19, 1978	\$4.85-\$8.70** (\$4.47-\$7.95)	\$5.23-\$9.45**

\* Increases will be prorated from 50% at the start to 100% at the top of each classification.

\*\* Top rates for employees hired before November 19, 1978: Effective June 22, 1982, Clerk "A" - \$405.25 per week; Student and Non-Student - \$8.75 per hour. Effective June 19, 1983, \$444.10 and \$9.50 respectively.

Probationary period is 22 days worked for full-time employees and 30 worked days or 2 months, whichever occurs first for part-time employees. Maximum rates for Clerk "A" are reached after ten 3-month increases, for Meat Cutter, after four 3-month increases and for Student and Non-Student, after 36 months.

Economic Adjustment (Full-time): Four quarterly payments of \$91 each (unchanged) in each year of the agreement, beginning September, 1982.

Hours of Work: 37 per week (unchanged).

Night Shift Premium: 70¢ (65¢) per hour.

Night Shift Leader Premium: 65¢ (60¢) per hour in addition to the night shift premium.

Other Premium Pay: Evening Opening Bonus - \$2 (\$1.75) to 8:00 p.m., \$2.25 (\$2) to 8:30 p.m. and \$2.50 (\$2.25) after 8:30 p.m. for employee's first day worked Monday to Saturday (Friday). On any second or succeeding day, \$3 minimum to 9:00 p.m. and \$4 minimum (unchanged) to 10:00 p.m.

Refrigeration Checks - \$15 (\$12.50) per check for employee required to check stores for heating and refrigeration on a non-working day.

Bereavement Leave: Grandchildren are added to the provision for 1 day's paid leave.

A part-time employee with 2 years' continuous service receives regular rate of pay for all regular hours that were scheduled on the day of the funeral of an immediate family member as defined in the full-time agreement (new).

Crown Witness Pay: Employer pays the difference between regular weekly pay and fee received for employee with 3 months' continuous full-time service. (Previously, for employee who served as a witness in



any case directly affecting Dominion Stores Limited).

Health and  
Welfare:

Life Insurance for Retirees (Full-time) - Effective January 1, 1984, \$4,000 (\$3,500) coverage.

Chronic Care (Full-time): Effective January 1, 1983, maximum daily benefit increases to \$13 (\$10).

Optical Plan (Full-time): Effective January 1, 1983, maximum benefit increases to \$80 (\$60) every 2 years.

Dental Plan - Effective January 1, 1984, employer contributions increase by 1¢ per hour worked.

Meal Allowance: \$14.00 (\$12.50)

Mileage Allowance: 30¢ (20¢) per mile in the case of a temporary out-of-town transfer. Effective June 19, 1983, 35¢ per mile.

Dominion Stores Limited at Sarnia and Lambton County - Local 14097, United Steelworkers (AFL-CIO/CLC): A 21-month renewal agreement effective from November 1, 1982 to August 5, 1984, with wages retroactive to August 6, 1982, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Aug. 6/82</u>	<u>Aug. 9/83</u>
	General Increases*		
	Full-time Employees	\$1.05 per hour	\$1.05 per hour
	Part-time Employees	75¢ per hour	75¢ per hour
	<u>Weekly Rates</u>		
	Clerk "A" - hired after October 29, 1978	\$236.34-\$396.86** (\$216.91-\$358.01)	\$255.77-\$435.71**
	Meat Cutter	\$405.83-\$453.25 (\$386.40-\$414.40)	\$425.26-\$492.10
	<u>Hourly Rates</u>		
	Student - hired after October 29, 1978	\$4.60-\$8.70** (\$4.22-\$7.95)	\$4.98-\$9.45**
	Non-Student - hired after October 29, 1978	\$4.85-\$8.70** (\$4.47-\$7.95)	\$5.23-\$9.45

\* Increases will be prorated from 50% at the start to 100% at the top of each classification.

\*\* Top rates for employees hired before October 29, 1978:  
Effective August 6, 1982, Clerk "A" - \$403.49 per week; Student and Non-Student - \$8.75 per hour. Effective August 9, 1983, \$442.34 and \$9.50, respectively.

Economic  
Adjustment  
(Full-time):

Four quarterly payments of \$91 each (unchanged) in each year of the agreement, beginning November, 1982.



Hours of Work:	37 per week (unchanged).
Night Shift Premium:	70¢ (65¢) per hour.
Night Shift Leader Premium:	65¢ (60¢) per hour in addition to the night shift premium.
Other Premium	<u>Evening Opening Bonus</u> - \$2 (\$1.75) per week to employees required to work until to 8:00 p.m., \$2.25 (\$2) to 8:30 p.m. \$2.50 (\$2.25) to 9:00 p.m. and \$3.25 (unchanged) to 10:00 p.m.  Includes part-time employee temporarily working a full-time schedule of hours (new).  <u>Refrigeration Checks</u> - \$15 (\$12.50) per check for employee required to check stores for heating and refrigeration on a non-working day.
Transfer Pay:	A regular full-time employee who is laid-off due to lack of work, and who, as a result transfers to part-time work, receives pay for such work at a rate equal to his full-time hourly rate of pay up to a maximum of 37 hours per week. (Previously, received a rate not less than the minimum rate for a clerk).
Bereavement Leave:	A part-time employee with 2 years' continuous service receives regular rate of pay for all regular hours that were scheduled on the day of the funeral of an immediate family member as defined in the full-time agreement (new).
Crown Witness Pay:	Employer pays the difference between regular weekly pay and fees received for employee with 3 months' continuous full-time service. (Previously, for employee who served as a witness in any case directly affecting Dominion Stores Limited).
Sick Leave:	Employee receives regular wages for the first 44 hours (6 days) of absence during a calendar year, and 66 2/3% of regular wages for the second 44 hours (6 days) of absence.  For all unused hours (days) of the first 44 hours (6 days) of absence, employee receives 66 2/3% of the dollar value of the unused hours in cash prior to going on vacation the following year.
Health and Welfare:	<u>Life Insurance from Retirees (Full-time)</u> - Effective January 1, 1984, \$4,000 (\$3,500) coverage.  <u>Chronic Care (Full-time)</u> - Effective January 1, 1983, maximum daily benefit increases to \$13 (\$10).  <u>Optical Care (Full-time)</u> - Effective January 1, 1983, maximum benefit increases to \$80 (\$60) every 2 years.

Dominion Stores Ltd. at Toronto - Local 414, Retail, Wholesale Employees (AFL-CIO/CLC) (870 full-time and part-time distribution employees): A 21-month renewal agreement effective from October 3, 1982 to June 21, 1984, with wages retroactive to June 22, 1982\*, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>Oct. 3/82</u>	<u>June 19/83</u>
General Increases ** (Top Rates)			
Full-time Employees and Part-time Employees Group "A"		\$1.05 per hour	\$1.10 per hour
Part-time Employees Group "B"		75¢ per hour	75 per hour

Maximum Weekly Rates

"A" Cleaner (6 months)	\$432.88 (\$393.50)	\$474.13
Warehouseman (18 months)	\$479.38 (\$440.00)	\$520.63
Electrician (6 months)	\$500.38 (\$461.00)	\$541.63

\*Regular full-time employees on the payroll on October 3, 1982 will receive retroactive pay at the rate of \$1.05 per hour for all hours worked between 12:01 a.m. June 22, 1982 and 12 midnight Saturday, October 2, 1982. The retroactive pay will also be paid on vacation weeks and statutory holidays between June 22, 1982 and October 2, 1982.

\*\*Start rates for Warehousemen and Cleaners "A" and "B" increased by 53¢ per hour with increases every 3 months to top rate.

Economic Adjustment (Full-time):	Four quarterly payments of \$91 each (unchanged) in each year of the agreement beginning September 22, 1982.
Hours of Work:	37 1/2 per week (unchanged).
Shift Premium:	0-45¢-50¢ (0-40¢-45¢).
Other Premium Pay:	<u>Work in Frozen Food Room</u> - 50¢ (45¢) per hour.
Paid Holidays:	11 days plus 4 hours on Christmas Eve and New Year's Eve (unchanged) for full-time employees.  Part-time in accordance with Provincial statute.
Paid Vacation:	1 week after 6 month's service, 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 9 years, 5 weeks after 16 years and 6 weeks after 25 years (unchanged). For part-time employees, statutory provisions prevail (unchanged).
Health and Welfare:	<u>Optical Plan (Full-time) (new)</u> - Effective January 1, 1983, maximum claim for eyeglasses is \$80 every 2 years.

Dominion Stores Ltd. at Toronto and various other centres throughout southern Ontario\* - Local 414, Retail, Wholesale Employees (AFL-CIO/CLC)  
(10,600 full-time and part-time retail food employees): A 20-month renewal agreement effective from October 17, 1982, to June 21, 1984, with wages retroactive to June 21, 1982, settled with mediation assistance. Duration of negotiations - 8 months.

\*By custom the terms of this "Ontario master agreement" are generally extended to cover Dominion employees with local 465 in Hull and Pointe Gatineau, Que.

Wages:	Effective	<u>Oct. 17/82</u>	<u>June 19/83</u>
General Increases** (Top Rates)			
Full-time Employees	\$1.05 per hour		\$1.05 per hour
Part-time Employees	75¢ per hour		75¢ per hour

Maximum Hourly Rates

Full-time Employees

Clerk "A" - hired prior to Sept. 17, 1978 (30 months)	\$10.95 (\$9.90)	\$12.00
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Clerk "A" hired after Sept. 17, 1978 (30 months)	\$10.78 (\$ 9.73)	\$11.83
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Meat Cutter (12 months)	\$12.11 (\$11.06)	\$13.16
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Maximum Hourly Rates

Part-time Employees

Students	\$8.70 (\$7.95)	\$9.45
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\*\*The start rate for clerks and meat cutters increases by 53¢ per hour and an additional 5¢ per hour every 3 months to the maximum rates shown.

The start rate for students increases by 38¢ per hour and an additional 4¢ per hour every 3 months to the maximum rate shown.

Economic Adjustment (Full-time):	Four quarterly payments of \$91 each (unchanged) in each year of the agreement, beginning September 18, 1982.
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Hours of Work:	37 per week (unchanged).
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Night Shift Premium:	70¢ (65¢) per hour.
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Other Premium Pay:	<u>Custody of Store Keys</u> - 65¢ (60¢) per hour for hours worked when store is closed.
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Evening Opening Bonus - \$2 (\$1.75) to 8:00 p.m., \$2.25 (\$2) to 8:30 p.m. and \$2.50 (\$2.25) after 8:30 p.m.

**Paid Holidays:** 10 plus Remembrance Day (unchanged) for full-time employees and 9 (unchanged) for part-time.

**Paid Vacation:** 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 9 years, 5 weeks after 16 years and 6 weeks after 25 years (unchanged). For part-time employees, statutory provisions prevail (unchanged).

**Health and Welfare:** Optical Plan (Full-time) - Maximum claim for eyeglasses is \$80 (\$60) every 2 years.

Dental Plan - Effective January 1, 1984, employer contributes 8¢ (7¢) per hour worked.

The Great Atlantic and Pacific Company of Canada, province-wide - Locals 175 and 633, Food and Commercial Workers (AFL-CIO/CLC) (5,435 full-time and part-time retail food employees): Two 24-month renewal agreements effective from June 15, 1982 to June 14, 1984, settled with mediation assistance. Duration of negotiations - 7 months.

<b>Wages:</b>	<b>Effective</b>	<b><u>June 15/82</u></b>	<b><u>June 15/83</u></b>
	<b>General Increases* (Top Rates)</b>	<b>10%</b>	<b>9.5%</b>
	<b><u>Maximum Weekly Rates</u> <u>Full-time Employees</u></b>		
	Service Clerk (18 months)	\$396 (\$360)	\$434
	Journeyman Meat Cutter (30 months)	\$450 (\$409)	\$493
	<b><u>Maximum Hourly Rate</u> <u>Part-time Employees</u></b>		
	Service Clerk (36 months)	\$8.68 (\$7.89)	\$9.50

\*Amounts are prorated from 2% of the above increase for new hires.

NOTE: Meat and Produce Department Heads are paid according to volume sales which due to price increases were adjusted upward by 10% on June 15, 1982.

**Economic Adjustment:** Quarterly payments of \$91 each (unchanged) in the first year and \$125 in the second for full-time employees. Effective in the second year, part-time employees receive 10¢ per hour worked, paid quarterly (new).

**Hours of Work:** 37 per week (unchanged).



Night Shift Premium:	80¢ (75¢) per hour.
	<u>Leader</u> - \$25 (\$20) per week. In stores open for business for 24 hours, \$30 (\$25).
Paid Holidays:	10 days (unchanged) for full-time employees and 9 days (unchanged) for part-time.
Paid Vacation (Full-time):	2 weeks or 74 hours of pay after 1 year's service, 3 weeks or 111 hours after 5 years, 4 weeks or 148 hours after 9 years, 5 weeks or 185 hours after 16 years and 6 weeks or 222 hours after 25 years (unchanged).
Vacation Pay (Part-time):	3 weeks with 7% of previous year's earnings after 10 years' service, 6% after 5 years and 4% for less than 5 years' service (unchanged).
Health and Welfare:	<u>Long Term Disability</u> - 70% of basic monthly pay to a maximum of \$1,700 (\$1,500) per month for full-time employees.
	<u>Optical Plan</u> - 100% employer paid. \$25 deductible providing 80% family coverage to full-time employees (previously undefined). \$10 deductible providing 80% personal coverage only, to part-time employees with more than 5 years' service (new).
	<u>Dental Plan</u> - Effective January 1, 1984, employer contributes 8¢ (7¢) per hour worked.

Steinberg Inc. (Miracle Food Mart Division) at various southern Ontario centres - Locals 175 and 633, Food and Commercial Workers (AFL-CIO/CLC) (5,000 full-time and part-time employees): A 24-month renewal agreement effective from June 22, 1982 to June 21, 1984, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	June 22/82	June 21/83	Nov. 23/83
General Increases* (Top Rates)		8%	7%	4.5%
<u>Maximum Weekly Rates</u> <u>Full-time Employees</u>				
Service Clerk (12 months)		\$389.38 (\$360.54)	\$416.64	\$435.39
Production Clerk (27 months)		\$413.14 (\$382.54)	\$442.06	\$461.95
Meat Cutter (30 months)		\$444.46 (\$411.54)	\$475.58	\$496.98
<u>Maximum Hourly Rate</u> <u>Part-time Employees</u>				
After 36 months		\$8.55 (\$7.913)	\$9.14	\$9.56



\*Amounts are prorated from 50% at the start of each classification for new hires.

Economic Adjustment:	Quarterly payments of \$91 each (unchanged) in the first year and \$150 in the second for full-time employees. Effective in the second year, part-time employees receive 10¢ per hour worked, paid quarterly (new).
Hours of Work:	37 per week (unchanged).
Paid Holidays:	10 days (unchanged) for full-time employees and 9 days (unchanged) for part-time.
Paid Vacation (Full-time):	2 weeks after 10 months' service, 3 weeks after 5 years, 4 weeks after 9 years, 5 weeks after 16 years and 6 weeks after 25 years (unchanged).
Vacation Pay (Part-time):	3 weeks with 8% of previous year's earnings after 10 years' service, 6% after 5 years and 4% for less than 5 years' service (unchanged).
Health and Welfare:	Employer Contribution - 4¢ (3¢) per hour worked to a jointly administered plan. Effective December 22, 1983, 5¢.  Dental Plan - Effective January 1, 1984, employer contributes 8¢ (7¢) per hour worked.

Steinberg Inc. (Miracle Mart Division), Toronto and other centres in Ontario except the eastern counties - Local 725, Food and Commercial Workers (AFL-CIO/CLC) (500 full-time and part-time retail department store employees): A 24-month renewal agreement effective from August 1, 1982 to July 31, 1984, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Aug. 1/82</u>	<u>Feb. 1/83</u>	<u>Aug. 1/83</u>	<u>Feb. 1/84</u>
General Increases:					
	Full-time	\$5/week	\$5/week	\$5/week	\$5/week
	Part-time	13.1¢/hour	13.1¢/hour	13.1¢/hour	13.1¢/hour
<u>Maximum Weekly Rates</u>					
<u>Full-time Employees</u>					
	Clerk (after 30 months)	\$261.225 (\$256.225)	\$266.225	\$271.225	\$276.225
	Clerk 1* (after 18 months)	\$290.225 (\$285.225)	\$295.225	\$300.225	\$305.225
<u>Maximum Hourly Rates</u>					
<u>Part-time Employees</u>					
	Clerk (after 30 months)	\$5.931 (\$5.800)	\$6.062	\$6.193	\$6.324

\*Classification eliminated for new hires.

Start Rate for Part-time Employees - \$4.00 (\$4.41) per hour.

Hours of Work:	38 per week (unchanged).
Paid Holidays:	10 days (unchanged) for full-time employees and 9 days (unchanged) for part-time.
Paid Vacation (Full-time):	2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 9 years, 5 weeks after 16 years and 6 weeks after 25 years (unchanged).
Vacation Pay (Part-time):	In accordance with the Employment Standards Act for less than 5 years' service, 6% of previous year's earnings after 5 years and 8% after 10 years (unchanged).
Health and Welfare:	<u>Employer Contribution</u> - Effective June 22, 1983, 4¢ (3¢) per hour worked to a jointly administered plan. Effective December 22, 1983, 5¢.
	<u>Dental Plan</u> - Effective January 1, 1984, employer contributes 8¢ (7¢) per hour worked.

#### EDUCATION AND RELATED SERVICES

Durham Board of Education - Local 218, Canadian Union of Public Employees (CLC)  
(caretaking and maintenance employees, cafeteria staff and bus drivers): A 24-month renewal agreement effective from April 1, 1982 to March 31, 1984, covering 365 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 8 1/2 months.

Wages:	Effective	<u>Apr. 1/82</u>	<u>Apr. 1/83</u>
General Increases		9%	5%
Cafeteria Assistant		\$6.64 (\$6.09)	\$6.97
General Labour		\$8.64 (\$7.93)	\$9.07
Custodian		\$8.91-\$9.38 (\$8.17-\$8.61)	\$9.36-\$9.85
Plumber		\$11.52 (\$10.57)	\$12.10

Probationary period is 6 months. Maximum rates for Custodian are reached after three 4-month increases.

Shift Premium: 0-30¢-33¢ (0-28¢-31¢). Effective April 1, 1983, 0-32¢-35¢.

Health and Welfare: Dental Plan - Effective January, 1983, coverage is based on the 1981 (1979) Ontario Dental Association fee schedule. Effective January, 1984, on the 1982 ODA fees.

Safety Shoe Allowance: \$30 (\$25) annual maximum. Effective April 1, 1983, \$35.

NOTE: Agreement is subject to amendment as a result of pending provincial legislation (Bill 179).

Lincoln County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.) (815 employees): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/82</u>
	General Increase	9%
	Teacher-Category D 0-6 years	\$15,040-\$21,497 (\$13,798-\$19,722)
	Teacher-Level A1 0-10 years	\$19,349-\$32,417 (\$17,751-\$29,740)
	Teacher-Level A4 0-11 years	\$23,275-\$40,908 (\$21,353-\$37,530)

Principal's Expense Allowance: \$550 (\$500) per year for special responsibilities in lieu of any mileage allowance.

Health and Welfare: Life Insurance - \$20,000 (\$10,000) coverage for spouse, \$10,000 (\$5,000) coverage for dependants. Employee pays 100% of premium costs.

Staffing: Effective September 1, 1983, the Board will employ 3 teachers above the number required by the staffing formula.

NOTE: Agreement is subject to amendment as a result of pending provincial legislation (Bill 179).

Lincoln County Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (675 employees): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/82</u>
	General Increase	9%
	Teacher-Category I 0-10 years	\$19,349-\$32,417 (\$17,751-\$29,740)
	Teacher-Category IV 0-11 years	\$23,275-\$40,908 (\$21,353-\$37,530)

Principal's Expense Allowance: \$700 (\$650) per year for special responsibilities and travel within the county.

Health and Welfare:	<u>Life Insurance</u> - \$20,000 (\$10,000) coverage for spouse, \$10,000 (\$5,000) coverage for dependants. Employee pays 100% of premium costs.
Staffing:	Effective September 1, 1983, the Board will employ 3 teachers above the number required by the staffing formula.
Teacher Finance Retirement Leave:	\$8,000 (\$7,500) for a year of sabbatical leave in the year prior to normal retirement.
NOTE: Agreement is subject to amendment as a result of pending provincial legislation (Bill 179).	

Wentworth County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.) (525 employees): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/82</u>
	General Increase	9%
	Teacher-Level 1 0-6 years	\$13,398-\$20,043 (\$12,292-\$18,388)
	Teacher-Level 4 0-10 years	\$18,751-\$31,811 (\$17,203-\$29,184)
	Teacher-Level 7 0-13 years	\$22,634-\$41,827 (\$20,765-\$38,373)
Responsibility Allowances:.	Principal (0-3 years)-\$8,200-\$9,400 (\$8,000-\$9,200). Vice-Principal - \$3,800 (\$3,600). Consultant - \$3,800 (\$3,600). Assessment Resource Counsellor - \$3,200 (\$3,000).	

Health and Welfare: Insurance Programs - All 100% employer paid, based on premiums in effect as of September 1, 1982 (1981).  
Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

Pupil/Teacher Ratio: 19:1 (19.5:1).

NOTE: Agreement is subject to amendment as a result of pending provincial legislation (Bill 179).

Laurentian University Board of Governors at Sudbury - Faculty Association (Ind.): A 12-month renewal agreement effective from July 1, 1982 to June 30, 1983, covering 231 employees, settled with mediation assistance. Duration of negotiations - 7 months.



Wages:	Effective	July 1/82
	General Increase	8.6%
	Instructor 0-10 years	\$16,237-\$23,017 (\$14,951-\$21,191)
	Lecturer 0-10 years	\$20,347-\$28,637 (\$18,736-\$26,366)
	Assistant Professor 0-12 years	\$25,407-\$37,191 (\$23,395-\$34,243)
	Associate Professor 0-15 years	\$31,721-\$49,781 (\$29,209-\$45,844)
	Full Professor/ Librarian 0-15 years	\$40,094-\$61,004 (\$36,919-\$56,179)
Professional Allowance:	\$550 (\$450) per year, cumulative over two contractual years for expenses related to approved academic research or professional purposes.	
Overload Payments - T.V., Correspondence Courses and Mixed Media:	Current payments increase by 9% where the development and/or supervision of such courses is not included as part of an employee's normal workload.	
Travel Premium:	Current premiums increase by 9% for members who are required to travel more than 30 miles to an off-campus centre to teach a course during the regular fall and winter term.	
Health and Welfare:	OHIP - Employer pays 100% of current rate of premiums. (Previously, employer paid 100% of premiums costs applicable as of July 1, 1979.)	
	NOTE: Agreement is subject to amendment as a result of pending provincial legislation (Bill 179).	

#### FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (47,210 clerical and regulatory group employees): - Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement effective from February 9, 1982 to January 11, 1984, is amended and extended from December 12, 1982 to December 11, 1984.

Wages:	Effective	Dec. 12/82	Dec. 12/83
	General Increases (PSCRA)	6%	5%



	<u>Dec. 12/82</u>	<u>Dec. 12/83</u>
<u>Annual Rates</u>		
CR-1	\$12,316-\$14,068 (\$11,619-\$13,272)	\$12,932-\$14,771
CR-4	\$19,315-\$21,121 (\$18,222-\$19,925)	\$20,281-\$22,177
CR-7	\$27,615-\$30,231 (\$26,052-\$28,520)	\$28,996-\$31,743

For details of previous agreement, see page 79 of February 1982 Report.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (775 communications group employees): A 24 month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from December 22, 1982 to December 21, 1984.

Wages:	Effective	<u>Dec. 22/82</u>	<u>Dec. 22/83</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	CM-1	\$14,632-\$16,481 (\$13,804-\$15,548)	\$15,364-\$17,305
	CM-4	\$20,430-\$22,329 (\$19,274-\$21,065)	\$21,452-\$23,445
	CM-7	\$25,485-\$30,309 (\$24,042-\$28,593)	\$26,759-\$31,824

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (general labour and trades group, 19,205 supervisory and non-supervisory employees): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement effective from August 21, 1981 to January 4, 1983 is amended and extended from November 5, 1982 to November 4, 1984.

Wages:	Effective	<u>Nov. 5/82</u>	<u>Nov. 5/83</u>
	General Increases (PSCRA)	6%	5%

	<u>Nov. 5/82</u>	<u>Nov. 5/83</u>
<u>Elemental Sub-group</u>		
Moncton - Zone 3	\$7.37-\$11.94 (\$6.95-\$11.26)	\$7.74-\$12.54
Ottawa - Zone 9	\$7.97-\$13.06 (\$7.52-\$12.32)	\$8.37-\$13.71
Victoria - Zone 21	\$8.66-\$14.21 (\$8.17-\$13.41)	\$9.09-\$14.92
<u>Machine Driving Operating Sub-group</u>		
Moncton - Zone 3	\$7.08-\$11.76 (\$6.68-\$11.09)	\$7.43-\$12.35
Ottawa - Zone 9	\$7.69-\$12.83 (\$7.25-\$12.10)	\$8.07-\$13.47
Victoria - Zone 21	\$8.85-\$14.91 (\$8.35-\$14.07)	\$9.29-\$15.66
<u>Electrical Installing and Maintaining Sub-group</u>		
Moncton - Zone 3	\$7.36-\$12.97 (\$6.94-\$12.24)	\$7.73-\$13.62
Ottawa - Zone 9	\$8.69-\$15.20 (\$8.20-\$14.34)	\$9.12-\$15.96
Victoria - Zone 21	\$9.87-\$16.78 (\$9.31-\$15.83)	\$10.36-\$17.62

For details of previous agreement, see page 537 of the August 1981 Report.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (hospital services group, 1930 supervisory and non-supervisory employees):  
A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from December 22, 1982 to December 21, 1984.

Wages:	Effective	<u>Dec. 22/82</u>	<u>Dec. 22/83</u>
General Increases (PSCRA)		6%	5%

	<u>Dec. 22/82</u>	<u>Dec. 22/83</u>
<u>Hospital Services Group</u>		
(Non-Supervisory Ontario Region)		
HS-1	\$7.17-\$7.93 (\$6.76-\$7.48)	\$7.53-\$8.33
HS-5	\$8.84-\$9.86 (\$8.34-\$9.30)	\$9.28-\$10.35
HS-9	\$11.03-\$12.32 (\$10.41-\$11.62)	\$11.58-\$12.94

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (965 information services group employees): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from December 24, 1982 to December 23, 1984.

Wages:	Effective	<u>Dec. 24/82</u>	<u>Dec. 24/83</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	IS-I	\$12,932-\$24,715 (\$12,200-\$23,316)	\$13,579-\$25,951
	IS-3	\$30,162-\$33,755 (\$28,455-\$31,844)	\$31,670-\$35,443
	IS-5	\$40,751-\$45,787 (\$38,444-\$43,195)	\$42,789-\$48,076

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (2,795 primary products inspection group employees): - A 24 month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from October 27, 1982 to October 26, 1984.

Wages:	Effective	<u>Oct. 27/82</u>	<u>Oct. 27/83</u>
	General Increases (PSCRA)	6%	5%

	<u>Oct. 27/82</u>	<u>Oct. 27/83</u>
<u>Annual Rates</u>		
PI-I	\$18,068-\$22,477 (\$17,045-\$21,205)	\$18,971-\$23,601
PI-3	\$23,531-\$26,344 (\$22,199-\$24,853)	\$24,708-\$27,661
PI-6	\$31,914-\$35,870 (\$30,108-\$33,840)	\$33,510-\$37,664

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (1,630 purchasing and supply group employees): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from December 22, 1982 to December 21, 1984.

Wages:	Effective	<u>Dec. 22/82</u>	<u>Dec. 22/83</u>
	General Increases (PSCRA)	6%	5%
<u>Annual Rates</u>			
	PG-1	\$15,771-\$25,938 (\$14,878-\$24,470)	\$16,560-\$27,235
	PG-3	\$29,002-\$32,885 (\$27,360-\$31,024)	\$30,452-\$34,529
	PG-6	\$45,679-\$50,910 (\$43,093-\$48,028)	\$47,963-\$53,456

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (1,545 welfare programmes employees): A 24-month extended agreement in accordance with the Public Sector Compensation Retraint Act, effective from December 24, 1982 to December 23, 1984.

Wages:	Effective	<u>Dec. 24/82</u>	<u>Dec. 24/83</u>
	General Increases (PSCRA)	6%	5%
<u>Annual Rates</u>			
	WP-1	\$17,735-\$22,840 (\$16,731-\$21,547)	\$18,622-\$23,982

	<u>Dec. 24/82</u>	<u>Dec. 24/83</u>
WP-3	\$26,386-\$29,678 (\$24,892-\$27,998)	\$27,705-\$31,162
WP-6	\$42,453-\$48,246 (\$40,050-\$45,515)	\$44,576-\$50,658

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

#### ADDENDUM

#### August 1982 Settlements

#### NON-METALLIC MINERAL PRODUCTS

Canada Building Materials Company and other Ready Mix companies in southwestern Ontario - Locals 141, and 879, Teamsters (Ind.): Twenty-two 24-month renewal agreements effective from April 1, 1982 to March 31, 1984, covering 449 employees, settled with mediation assistance during a work stoppage and ratified in August, 1982. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/82</u>	<u>Aug. 3/82</u>
General Increases		60¢	40¢
Skilled Labour (Stationary Plant)		\$11.65 (\$11.05)	\$12.05
Tandem Truck-mixer and Trailer Driver and Hydraulic Loader Operator		\$11.75 (\$11.15)	\$12.15
Batcher		\$11.85 (\$11.25)	\$12.25
Power Shovel Operator		\$11.95 (\$11.35)	\$12.35
		<u>Apr. 1/83</u>	<u>Nov. 1/83</u>
General Increases		60¢	40¢
Skilled Labour (Stationary Plant)		\$12.65	\$13.05
Tandem Truck-mixer and Trailer Driver and Hydraulic Loader Operator		\$12.75	\$13.15



	<u>Apr. 1/83</u>	<u>Nov. 1/83</u>
Batcher	\$12.85	\$13.25
Power Shovel Operator	\$12.95	\$13.35
Night Shift Premium:	Effective August 3, 1982, 35¢ (20¢) per hour.	
Overtime Pay:	Time and one-half after 8 hours worked per day Monday through Friday. (Previously, after 8 1/2 hours worked Monday through Friday at Clem's Ready Mix, Div. of 382273 Ontario Ltd. and after 9 hours Monday through Thursday, and 8 hours on Friday at Boehmers, Block Plant, Kitchener. Unchanged for all others.)	
Weekly Guarantee:	Effective January 1, 1983, minimum gross payment increases to \$200 (\$180) per week. Effective January 1, 1984, \$220.	
Bereavement Leave:	Common-law spouse is added to the provision for 3 days' paid leave to attend or make arrangements for the funeral.	
Jury Duty Pay (new):	Employer pays the difference between regular straight time rate and fees received.	
Health and Welfare:	<p><u>Continuation of Benefits</u> - An employee absent because of illness or accident is covered for welfare, OHIP and pensions for a 6 (3) month period.</p> <p><u>Major Medical</u> - Maximum claim for eye glasses increases to \$100 (\$75) every 2-year period.</p> <p><u>Dental Plan</u> - Coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Effective January 1, 1983, the 1982 ODA fee schedule.</p>	
Pension Plan:	<u>Basic Benefit</u> - Effective January 1, 1983, \$80 (\$70) per month per year of service. Effective January 1, 1984, \$90.	

#### EDUCATION AND RELATED SERVICES

University of Western Ontario at London - Local 2692, Canadian Union of Public Employees (CLC) (Food Services): A 12-month first agreement effective from May 1, 1982 to April 30, 1983, covering 220 employees\*, settled at the bargaining stage and ratified in August, 1982. Duration of negotiations - 5 months.

\* 99 of these employees are sessional employees. Only specific articles, noted below with a double asterisk, apply.

Wages:	Effective	<u>May 1/82</u>
	General Increases	9%
	Food Services	\$5.36-\$6.08
	Assistant/Porter	(\$4.91-\$5.57)
	Chef/Baker	\$8.53-\$10.03
		(\$7.82-\$9.20)

Maximum rates for Food Services Assistant/Porter are reached after two 6-month and two 1-year increases, and for Chef/Baker, after four 1-year increases.

Hours of Work: 40 hours per week.

Overtime Pay: Time and one-half after 40 hours worked per week, or the equivalent time off as agreed to by the employee and the supervisor. Regular pay, plus time and one-half for all hours worked on a statutory holiday, or time off in lieu thereof.

Acting Pay: Employee receives the higher of his current rate of pay or the minimum of the salary range of the job classification he replaces for all hours in excess of 40 hours per month, so worked.

Paid Holidays: New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day, President's Day and one floating holiday are recognized for a total of 11 days.

Paid Vacation: Employees in the bargaining unit before September 1, 1982 - 3 weeks after 1 year's service, 4 weeks after 2 years and 5 weeks after 21 years. Employees joining the bargaining unit on or after September 1, 1982 - 3 weeks after 1 year's service, 4 weeks after 8 years and 5 weeks after 21 years. All based on the length of continuous service from the date of last hire.

Bereavement Leave: 3 days' paid leave to attend or make arrangements for the funeral or memorial service of a grandparent, parent, spouse, child, brother, sister, in-law, or step-child.

Jury Duty and Crown Witness Pay:\*\* Employer pays the difference between regular pay and fees received.

Sick Leave: Up to a maximum of 15 consecutive weeks paid at full salary. Employee is again eligible for the full 15 weeks of sick leave upon his return to work from any sick leave regardless of duration. Where there is a recurrence of the same or related illness or injury during the first 3 weeks following an employee's return to work on a full-time basis, the employee is entitled to the unused portion of the original 15 week period of sick leave. Employer receives directly all Workmen's Compensation allowances for the first 15 weeks of sick leave.

Health and Welfare: Continuation of Benefits - Employer contributions to all group insurance and pension plans continue during periods of Long-Term Disability or Workmen's Compensation where no salary is being paid by the employer.

Life Insurance - Employer pays 100% of cost of the first \$25,000 coverage and employee pays 100% of cost thereafter.

OHIP \*\* - Employer pays 15% of premium costs. Effective September 1, 1982, 90%.

Extended Health Care - Employer pays 100% of premium costs. Deductibles are \$25/\$50.

Long Term Disability - Employer pays 100% of premium costs for a plan providing 75% of salary to a maximum of \$4,000. Coverage to age 65 for total disability.

Dental Plan - Employer pays 75% of premium costs for a plan providing basic and restorative coverage. Coverage is based on the current Ontario Dental Association fee schedule.

Pension Plan: Employer contributes an amount equal to 7.5% of employee's regular monthly salary. Employee contributes 6% of regular monthly salary less CPP premium.

Safety Shoe Allowance:\*\* Employer pays up to \$40 for the initial pair, and up to \$20 per year for such replacements that are required where safety-toe and non-skid soles are required. Where non-skid soles are required, employer pays \$20 for the initial pair and up to \$10 per year for replacements.

Educational Assistance: For courses taken for credit at the University, employee is reimbursed 100% of the tuition fee only, up to a maximum of two full undergraduate courses in any course year. For other courses, reimbursement is on the basis of the tuition fee and materials fee, excluding books, of each course to a maximum of the tuition cost of one full credit course.

Long Term Recognition:\*\* An employee who attains 25 years' seniority receives a suitable gift, to the value of \$250.

Upon retirement, employer provides retirement gifts for employee with 5 to 10 years' service - a suitable gift up to a value of \$75; 10 or more years' service - a suitable gift up to the value of \$250.

Severance Pay: Employee terminated for redundancy reasons receives a combination of notice and/or pay in lieu of notice as follows: Employee with 3 months' service - 2 weeks; 2 years' service - 4 weeks; 5 years' service - 2 months and 10 years' service - 4 months.

If terminated for cause; 3 months' service - 1 week; 2 years' service - 2 weeks; 5 years' service - 1 month; 10 years' service - 2 months.

Emergency Closing:\*\* Employees will suffer no loss in pay when the University is officially closed for emergency reasons on their regular scheduled day. In addition, employees reporting for work when requested receive time and one-half.

#### September 1982 Settlements

#### FURNITURE AND FIXTURE

Sunar, Division of Hauserman Limited at Waterloo - Locals 3292 and 7657, United Steelworkers (AFL-CIO/CLC): Two 19-month renewal agreements effective from October 12, 1982 to May 8, 1984, with wages retroactive to May 9, 1982, covering 370 production and 35 office employees, settled during a work stoppage and ratified in September 1982. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 9/82</u>	<u>Nov. 1/82</u>
	COLA Fold-ins	30¢ per hour	25¢ per hour
	General Increase	4.5% for plant employees; 5% for office employees	
	Additional Adjustments	75¢ per hour for Skilled Trades and other selected groups	
	<u>Production</u>		
	Sewing M/C Operator	\$8.47 (\$7.81)	\$8.72
	Electrician Class 'A'	\$11.19 (\$9.69)	\$11.44
	Toolmaker 1st Class	\$11.50 (\$9.99)	\$11.75
	<u>Office</u>		
	<u>Weekly Rates</u>		
	Level 1 (includes Clerk Typist)	\$245.08-\$264.94 (\$222.16-\$241.07)	\$254.46-\$274.32
	Level 8 (includes Programmer/Analyst)	\$471.98-\$510.97 (\$438.25-\$475.39)	\$481.36-\$520.35
	Effective	<u>May 9/83</u>	<u>Nov. 7/83</u>
	Increases	4.5% for plant employees; 5% for office employees	
	COLA Guarantees	30¢ per hour	25¢ per hour
	Additional Adjustments	25¢ per hour for Skilled Trades and other selected groups	
	<u>Production</u>		
	Sewing M/C Operator	\$9.43	\$9.68
	Electrician Class 'A'	\$12.52	\$12.77
	Toolmaker 1st Class	\$12.84	\$13.09



May 9/83

Nov. 7/83

Office

Level 1 (includes Clerk Typist)	\$279.00-\$299.85	\$288.38-\$309.23
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Level 8 (includes Programmer/Analyst)	\$517.24-\$558.18	\$526.62-\$567.56
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Probationary period is 60 working days for Office Employees. Maximum rates are reached after one 6-month increase, followed by annual increases of \$5 each.

Cost of Living Allowance:

55¢ cost of living allowance generated under the previous agreement is folded into wages on May 9, 1982 and November 1, 1982.

Effective May, 1982, 1¢ for each 0.35 point change in the Consumer Price Index - 1961=100, using February 1982 as the base index month. Adjusted quarterly. Capped at 60¢ in first contract year and 70¢ in the second. (Basic formula unchanged. Previously capped at 50¢ in each year of the agreement.)

Guaranteed COLA of 30¢ per hour effective May 9, 1983 and 25¢ per hour effective November 7, 1983.

Off-Shift Premium:

Office Employees - 30¢ per hour for all hours worked on a shift starting after 4:00 p.m. (new). Production Employees - 30¢ per hour (unchanged), except when 50 (24) or fewer employees are scheduled for off-shift work, 60¢ per hour (unchanged).

Vacation Bonus:

19% (18%) of vacation pay for employee eligible for vacation pay as of July 1st of the vacation year.

Health and Welfare:

Life Insurance and A.D. & D. - Production Employees - Effective September 13, 1982, \$14,500 (\$14,000) coverage. Effective May 9, 1983, \$15,000. Office Employees - Amount of coverage equal to annual earnings rounded to the nearest \$500, subject to a minimum of \$14,500 (\$12,000) and to a maximum of \$18,500 (\$17,000) coverage. Effective in the second contract year, \$15,000 and \$19,000, respectively. For those employees who had the S.I.B. plan, an additional \$500 over the formula, subject to a minimum of \$15,000 and to a maximum of \$19,000 coverage (new). Effective in the second contract year, \$15,500 and \$19,500, respectively.

Long-Term Disability - Office - Benefit is 70% of weekly pay for weeks 27 through 52 of disability, and 60% of weekly pay thereafter, all to a maximum of \$577 per week. (Previously, a flat rate of 60% of weekly pay to a maximum of \$577 per week.)

Vision Care - \$125 (\$90) maximum benefit every 2-year period.

Dental Plan - Effective June 1, 1982, coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Effective June 1, 1983, on the 1983 ODA fees.



Pension Plan: Basic Benefit - Effective June 1, 1982, \$11.50 (\$10.50) per month per year of credited service for present and future retirees. Effective June 1, 1983, \$12.

Supplemental Pension - Effective June 1, 1982, \$11.50 (\$10.50) per month per year of credited service to a maximum of 30 years reduced by the amount of Unreduced Statutory Benefit payable under the Old Age Security Act and the Canada Pension Plan or any Federal or Provincial Plan of a similar nature at the date the employee becomes eligible for such unreduced statutory benefit. Effective June 1, 1983, \$12.

Deferred Vested Pension - An employee who has not attained age 60, whose employment relationship is terminated on or after May 9, 1982, and who is not eligible for any other type of pension under the plan, receives pension at age 65, or a reduced pension at age 60, based upon his credited service at termination (unchanged), providing: employee has 10 or more years of credited service (unchanged); has attained age 45 with 10 or more years of credited service, or has been in the service of the company for a continuous period of at least 10 years (new).

Regular Early Retirement - Non-actuarially reduced pension for employee age 62 with 10 years or more of credited service (unchanged), or age 59 (60) whose combined years of age and years of credited service total 85 or more.

Safety Shoe Allowance: \$35 (\$25) annual maximum for production employees, if safety shoes are required by law or if a company rule is implemented making safety shoes mandatory.

#### WHOLESALE TRADE

Metro Toronto News Company, Lakeland Distributors and Western Ontario Distributors at Toronto, Barrie and London - Locals 419 and 141, Teamsters (Ind.): A 30-month renewal agreement effective from July 1, 1982 to December 31, 1984, covering 265 employees, settled at the post conciliation bargaining stage and ratified in September 1982. Duration of negotiations - 3 months.

Wages:	Effective	July 1/82	Dec. 31/83
Increases		\$1 for Driver; 65¢ for all others	\$1.05 for Driver; 75¢ for all others
General Warehouse		\$7.34 (\$6.69)	\$8.09
Driver		\$9.35 (\$8.35)	\$10.40
Mechanic Class "A"		\$10.83 (\$10.18)	\$11.58

Probationary period is 45 (30) days worked. New employee receives 60¢ per hour below the regular job rate until completion of the probationary period, 40¢ per hour below job rate for the next 6 months and 20¢ below job rate thereafter up to the period of one year from his employment date. (Previously, new employee received 10¢ per hour below regular job rate until completion of probationary period and job rate thereafter).

Night Shift Premium: 30¢ (25¢) per hour.

Health and Welfare: Effective January 1, 1983, employer will take over the Teamsters Local Union 419, Health and Welfare Plan.

Weekly Indemnity - Effective January 1, 1983, employer pays 100% of premium costs. Benefit is \$165 per week, payable on a 1-8-26 basis. Effective October 1, 1983, payable on a 1-6-26 basis. (Previously, under the Union administered plan.)

#### FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (6,513 administrative service group employees): Under Treasury Board authorization in accordance with Section 6 of the Public Sector Compensation Restraint Act, a 36-month renewal agreement effective from June 21, 1982 to June 20, 1985, settled by legislation in September, 1982. Duration of negotiations - 8 months.

Wages:	Effective	June 21/82	June 21/83	June 21/84
	Increases			
	AS-1-6	9%	6%	5%
	AS-7	8%		
	AS-8	7.5%		
	<u>Annual Rates</u>			
	AS-1	\$22,304-\$25,826 (\$20,462-\$23,694)	\$23,642-\$27,376	\$24,824-\$28,744
	AS-4	\$28,571-\$31,793 (\$26,212-\$29,168)	\$30,285-\$33,701	\$31,800-\$35,386
	AS-8	\$42,600-\$52,100* (\$39,700-\$48,500)	\$45,200-\$55,200	\$47,500-\$58,000

\* Rounded to the nearest multiple of \$100.

The terms of this renewal agreement concerning conditions are identical to those reported for Program Administration Group on page 637 of this issue.

NOTE: The second and third years of this agreement are subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (22,270 programme administration group employees): Under Treasury Board authorization in accordance with Section 6 of the Public Sector Compensation Restraint Act, a 36-month renewal agreement effective from June 21, 1982 to June 20, 1985, settled by legislation in September, 1982. Duration of negotiations - 7 months.

Wages:	Effective	<u>June 21/82</u>	<u>June 21/83</u>	<u>June 21/84</u>
	Increases			
	PM-1-5	9%	6%	5%
	PM-6	8%		
	PM-7	7.5%		
	<u>Annual Rates</u>			
	PM-1	\$20,535-\$25,146 (\$18,839-\$23,070)	\$21,767-\$26,655	\$22,855-\$27,988
	PM-4	\$29,289-\$33,005 (\$26,871-\$30,280)	\$31,046-\$34,985	\$32,599-\$36,734
	PM-6	\$41,062-\$46,353 (\$38,020-\$42,919)	\$43,526-\$49,134	\$45,702-\$51,591
Hours of Work:	37 1/2 per week (unchanged). Upon request by employee and concurrence of the employer, an employee may complete his weekly hours of employment in a period other than 5 full days provided that over a period of 28 (14) calendar days the employee works an average of 37 1/2 hours per week.			
Overtime Pay:	Compensatory leave with pay not used by the end of a twelve month period to be determined by the Employer and will be paid for in cash (new).			
	NOTE: The second and third years of this agreement are subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).			

#### LOCAL ADMINISTRATION

York Borough Corporation, Works Department and Parks and Recreation Department - Local 10, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 260 employees, settled with mediation assistance and ratified in September, 1982. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/82</u>
	General Increase	12.5%
	Labourer (Ordinary)	\$9.45-\$9.80 (\$8.40-\$8.71)

Jan. 1/82

Machinist                      \$12.34  
                                     (\$10.97)

Maximum rate for Labourer is reached upon completion of the 3-month probationary period.

Night Shift                      37¢ (33¢) per hour.  
Premium:

Saturday and                      74¢ (50¢) per hour.  
Sunday Premium:

Maternity                      Employee receives sick pay allowance under the provisions of  
Leave:                      By-law 2165 or under the Short Term Disability Plan during the term of maternity leave provided for in the Employment Standards Act, payable in 3 equal monthly payments, upon return from leave (new).

Sick Leave:                      Current employees as at July 31, 1982 have the option to remain in this plan or shift to the Short Term Disability Plan. Employee with 10 years' continuous service can receive a maximum of 130 accumulated sick days payment, payable at 100% of employee's rate of pay upon resignation, retirement or death. Existing credits of over 130 days may be paid out in 2 options of 2/3 of current salary in effect at date of pay-out to employee with 10 years' continuous service (new).

Health and                      Short Term Disability (new) - Effective November 1, 1982, current  
Welfare:                      employees who elect to be covered under this plan will have their sick leave credits frozen until completion of 10 years of continuous service, at which time up to 130 days become vested. Pay out is the same as reported above. New employees as of August 1, 1982 are automatically covered. Plan provides for 7 incidental non-cumulative days per year to be used for not more than 2 consecutive days of illness or disability. Where more than 2 days are required, employees with 3 months' service or more are covered for a full 26 weeks at 75% - 100% of salary, depending on length of service, providing a medical certificate is supplied. Upon individual application, frozen sick leave credits of 130 days or less may be used for additional sick coverage by employee who has used up his 26 weeks short term disability coverage.

Long Term Disability - Maximum benefit increases to \$1,700 (\$1,000) per month.

Vision Care - Effective October 1, 1982, maximum claim for eyeglasses increases to \$75 (\$50) every 2-year period.

Dental Plan - Effective November 1, 1982, coverage is provided for Periodental/Endodontic and Orthontic coverage. Employer pays 100% pf costs on a 50% co-insurance basis with a maximum of \$1,000 lifetime orthodontic coverage.

Continuation of Benefits - Employer contributions to fringe benefits continue when an employee on workmen's compensation uses all available sick leave credits (new).



Pension Plan: Type III OMERS Supplementary Plan (new) - Effective October 1, 1982 for those employees covered by OMERS. Employer to provide the equivalent for employees in the York Pension Plan, to take effect January 1, 1983. Employer pays 100% of the cost for past and future service. Eligibility is age 55 plus 30 years' service.

Car Allowance: \$6 (\$5) per day for employee required to use his car on an occasional basis.

Tool Allowance: \$125 (\$112.50) per year for licensed motor mechanic, lead hand mechanic and machinist with 1 year's service.

NOTE: Agreement is subject to amendment as a result of pending provincial legislation (Bill 179).

## CONSTRUCTION

Thunder Bay Construction Association, General Contractors Division - Local 2693, Carpenters (AFL-CIO): A 24-month renewal agreement effective from May 1, 1982 to April 30, 1984, covering 450 employees, settled at the conciliation officer stage, and ratified in September, 1982. Duration of negotiations - 4 months.

	Effective	Aug. 5/82	Nov. 1/82	May 1/83
	Package Increases	\$1.40	70¢	\$1.50
Wages:	General Increases	\$1.27	64¢	\$1.35
	Labourer - Residential	\$13.27 (\$12.00)	\$13.91	\$15.26
	Labourer	\$13.72 (\$12.45)	\$14.36	\$15.71
	Operator - Pile Driver	\$14.82 (\$13.55)	\$15.46	\$16.81

Hours of Work: Employer pays the regular hourly rate up to 8 hours per day when work is scheduled contrary to the regular working day due to the worksite being occupied premises (new).

Board Allowance: \$20 (\$18) per day. Effective May 1, 1983, \$22.

Commuting Allowance: 33¢ (27¢) per mile or per 1.609 kilometers.

Travelling Allowance: 33¢ (27¢) per mile or per 1.609 kilometers. Effective May 1, 1983, 36¢.

Canadian Automatic Sprinkler Association, province-wide - Local 853, Plumbers (AFL-CIO/CFL): A 21-month final renewal agreement\* effective from August 9, 1982 to April 30, 1984, covering 600 Ontario employees, settled at the bargaining stage and ratified in September, 1982. Duration of negotiations - 6 months.



\* This replaces an interim agreement reported on page 280 of the May 1982 Report.

	Effective	May 1/82	Aug. 9/82
	Package Increases	\$1.64	
Wages:	Increases	\$1.44-\$1.45	*
	<u>Journeyman</u> <u>Sprinkler Fitter</u>		
	Ontario West	\$15.65 (\$14.20)	\$15.37
	Ontario East	\$16.08 (\$14.64)	\$15.81
	Ontario Central	\$16.73 (\$15.28)	\$16.45
	Effective	Sept. 9/82	May 1/83
	Package Increases	86¢	\$1.50
	Increases	78¢-79¢	\$1.36-\$1.37
	Ontario West	\$16.15	\$17.52
	Ontario East	\$16.59	\$17.95
	Ontario Central	\$17.24	\$18.60

\* Decrease in rates due to increased contributions to the Pension and Welfare Funds.

Conditional Wage Adjustment:	Should the final offer Selector Board appointed under the terms of the Mechanical Contractors Association of Ontario and the Ontario Provincial Pipe Trades Council settlement, make any monetary award up to 50¢ per hour, the amount shall be payable on May 1, 1983 or if a later date is designated by the Selector Board, it will be effective on that date.
Foreman's Rate:	14% (13%) on projects where 5 or more men are employed.
Welfare Fund:	Effective May 1, 1982, Ontario employers contribute 65¢ (60¢) per hour worked. Effective August 9, 1982, 75¢.
Pension Fund:	Effective August 9, 1982, Ontario employers contribute \$1.00 (80¢) per hour worked.
Board Allowance:	\$35 (\$30) per day based on 7 days per week. Effective May 1, 1983, \$40.
Mileage Allowance:	24¢ per kilometer (previously 36¢ per mile). Effective May 1, 1983, 27¢.

Negotiations in Progress during October 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n* Stage
Bitibi-Price Inc. (Lakehead Woodlands, White River and Iroquois Falls Divs.) Thunder Bay, White River and Iroquois Falls	Carpenters (AFL-CIO) (lumber and sawmill workers) (woods empls.)	1,400	CO
Allied Chemical Canada, Amherstburg	Auto Workers (AFL-CIO/CLC)	530	PCB
American Can of Canada Inc., Brampton	Printing and Graphic Union (AFL-CIO/CLC)	230	B
American Can of Canada Inc., Marathon	Carpenters (AFL-CIO)	240	B
Bata Footwear (Div. of Bata Industries), Batawa, Trenton, Campbellford and Picton	Food and Commercial Workers (AFL-CIO/CLC)	600	CO
Brampton City Corp.	CUPE (CLC)	200	CO
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	417	B
Brown Shoe Co. of Canada Ltd., Perth	United Textile Workers (AFL-CIO/CLC)	300	B
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	220	F
E. Canada Combustion Engineering-Superheater Ltd., Cornwall	Boilermakers (AFL-CIO/CLC)	205	CO
Canada Safeway, Toronto and other centres	Food and Commercial Workers (AFL-CIO/CLC) (retail food full-time and part-time empls.)	1,125	B
Canada Sand Papers Ltd., Plattsville	Energy and Chemical Workers (CLC)	249	MED
Canadian Coleman Co. Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	250	B
Canadian General Electric, Barrie, Burlington, Caledonia, Guelph, Peterborough, Toronto and Trenton	Electrical Workers (UE) (CLC) (plant empls.)	5,900	B
Envil Ltd., Simcoe	Machinists (AFL-CIO/CLC)	200	CO

See page 652 for definition of codes

Negotiations in Progress during October 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Carleton Board of Education	Fed. of Women Teachers' Assns of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,210	B
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,100	PMB
Chatham Public General Hospital Society	Service Employees Intl. (AFL-CIO/CLC)	210	B
Chrysler Canada, Ajax, Etobicoke and Windsor	Auto Workers (AFL-CIO/CLC) (engineers, office and technical empls.)	500	PCB
Chrysler Canada, Ajax, Etobicoke and Windsor	Auto Workers (AFL-CIO/CLC) (hourly-rated production empls.)	8,800	PCB
Computing Devices Co., Div. of Control Data Ltd, Ottawa and Stittsville	Employees' Assn. (Ind.)	450	B
Consumers' Gas, Metropolitan Toronto and other centres	National Union of Independent Gas Workers (Ind.)	680	MED
Corah Ltd., Barrie	Clothing and Textile Workers (AFL-CIO/CLC)	205	B
Corby Distilleries, Corbyville	Distillery Workers (AFL-CIO/CLC)	210	B
Crane Canada Ltd., Brantford	United Steelworkers (AFL-CIO/CLC)	258	CO
Cyanamid Canada Inc., Niagara Falls	Electrical Workers (UE) (CLC)	200	B
Daal Specialties (Canada), Collingwood	Auto Workers (AFL-CIO/CLC) (produc- tion empls.)	650	B
Dominion Stores Ltd., Amherstburg and Windsor	United Steelworkers (AFL-CIO/CLC) (retail food empls.)	695	CO
Dominion Stores Ltd., northern Ontario	Retail Wholesale Employees (AFL-CIO/CLC)	870	CO
Dominion Stores Ltd., Sudbury	Retail Wholesale Employees (AFL-CIO/CLC) (full-time and part-time empls.)	385	CO
Domtar Packaging Ltd., Corrugated Containers Div., Intercity	Cdn. Paperworkers (CLC)	734	MED/W

Negotiations in Progress during October 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Dufferin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	230	F
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,350	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,025	MED
J.B. Eddy Forest Products Ltd., (Woods Operations), Espanola	Carpenters (AFL-CIO/CLC)	235	CO
Essex County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	555	B
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons, maintenance and other empls.)	500	B
Falconbridge Nickel Mines, Falconbridge	Mine, Mill and Smelter Workers (Ind.) (mine empls.)	2,380	PMB
F.W. Fearman Co. Ltd., Burlington	Food and Commercial Workers (AFL-CIO/CLC)	575	B
Globe and Mail, Toronto	Newspaper Guild (AFL-CIO/CLC)	406	CO
Goodyear Canada Inc., Collingwood	Rubber Workers (AFL-CIO/CLC)	276	B
Great Lakes Forest Products Ltd., Dryden Woodlands Operations, Dryden	Carpenters (AFL-CIO)	200	CO
Great Lakes Forest Products Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,900	PMB
Great Lakes Forest Products Ltd., Thunder Bay	Carpenters (AFL-CIO) (lumber and sawmill workers)	1,400	CO
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	317	F
Hamilton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,320	B
Hamilton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	B

Negotiations in Progress during October 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Halton County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	506	ME
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,300	PMB
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,100	B
Hamilton City Corp.	CUPE (CLC) (outside empls.)	700	B
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	655	B
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	615	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
Hawker Siddeley Canada Ltd. (Orenda Div.), Toronto	Machinists (AFL-CIO/CLC)	402	CO
John T. Hepburn Ltd., Toronto and Mississauga	United Steelworkers (AFL-CIO/CLC)	277	MED/W
Hiway Market Ltd., Wellington and Waterloo	Food and Commercial Workers (AFL-CIO/CLC)	260	CO
Holiday Inn and other hotels, Ottawa	Hotel Employees (AFL-CIO/CLC)	1,060	B
ITE Industries Ltd., Power Equipment Div., Mississauga	Cdn. Operating Engineers (CCU)	300	B
Kent County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
Kimberly-Clark of Canada, Longlac	Carpenters (AFL-CIO) (lumber and sawmill workers) (woods empls.)	930	CO
Kingston Spinners Ltd., Kingston	Clothing and Textile Workers (AFL-CIO/CLC)	260	CO



Negotiations in Progress during October 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Kodak Canada Inc., Toronto and Brampton	Employees' Assn. (Ind.)	1,275	B
Lakehead Board of Education,	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	610	B
Lear Siegler Industries, General Seating Div., Kitchener	Auto Workers (AFL-CIO/CLC) (production empls.)	670	B
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	235	MED
Levesque Plywood Ltd., Hearst	Carpenters (AFL-CIO/CLC)	220	CO
Lincoln County Board of Education	CUPE (CLC) (full and part-time maintenance empls.)	352	B
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	203	B
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,110	PMB
London City Corp.	CUPE (CLC) (outside empls. and foremen)	555	B
London City Corp.	CUPE (CLC)	311	B
London Transportation Commission	Transit Union (AFL-CIO/CLC)	400	MED
MacMillan Bloedel Industries Ltd., Guelph, London, Toronto, Ont. and Montreal, Que.	Cdn. Paperworkers (CLC) and Energy and Chemical Workers (CLC)	505	MED/WS
Maple Lodge Farms Ltd., Norval	Food and Commercial Workers (AFL-CIO/CLC)	350	B
McMaster University, Hamilton	Cdn. Union of Educational Workers (Ind.)	1,300	B
McMaster University (Grounds and Buildings), Hamilton	Service Employees Intl. (AFL-CIO/CLC)	300	B
Metropolitan Toronto, North York City, East York, Etobicoke, Scarborough and York Borough Boards of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	6,683	PMB

Negotiations in Progress during October 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Metropolitan Toronto Children's Aid Society	CUPE (CLC) (social workers, clerical services, general services, child care workers and others)	550	B
Metropolitan Toronto Municipality and Toronto City Corp.	CUPE (CLC) (inside and outside empls.)	9,965	B
Metropolitan Toronto House Wreckers Assn.	Labourers (AFL-CIO)	200	CO
Metropolitan Toronto Separate School Board	CUPE (CLC) (maintenance, services and plant empls.)	750	B
Metropolitan Toronto Separate School Board	CUPE (CLC) (office, clerical and technical empls.)	525	B
Motor Transport Industrial Relations Bureau (Ontario General Freight), system-wide	Teamsters (Ind.) (general freight drivers, dockmen, maintenance and mechanics)	5,000	WS
Muskoka Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	248	B
William Neilson Ltd., Georgetown and Toronto	Food and Commercial Workers (AFL-CIO/CLC)	565	B
Niagara Falls City Corp.	CUPE (CLC)	341	B
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.) (policemen)	580	B
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland	CUPE (CLC) (non-medical and para-medical empls.)	600	B
Norfolk County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	291	B
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	222	B
North American Plastics Co. Ltd., Wallaceburg	Auto Workers (AFL-CIO/CLC)	335	MED/WS
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	745	B
North York City Board of Education	CUPE (CLC) (office and clerical empls.)	675	B

Negotiations in Progress during October 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
North York City Corp.	CUPE (CLC) (outside and inside empls. and dental hygienists)	1,280	B
Northumberland and Newcastle Board of Education	CUPE (CLC)	200	B
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres	Internes and Residents Assn. (Ind.) (residents and internes)	2,500	B
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	Ontario Public Service Employees (OPSEU) (NUPGE) (CLC) (academic staff, librarians and counsellors)	7,000	B
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (support staff empls.)	4,290	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (administrative services category)	5,550	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (correctional services category)	3,080	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (general operational services category)	4,355	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (institutional care category)	5,945	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (maintenance services category)	6,410	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (scientific and professional category)	4,300	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (technical services category)	5,505	B
Ontario Hydro	CUPE (CLC)	260	B
Ontario Master Insulators Assn.	Asbestos Workers (AFL-CIO/CLC)	650	MED/WS
Ontario Master Insulators Assn. (Maintenance Agreement)	Asbestos Workers (AFL-CIO/CLC)	350	CO
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,000	B

Negotiations in Progress during October 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,600	B
Ottawa Civic Hospital and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	16,415	ARB
Ottawa-Carleton Children's Aid Society	OPSEU (NUPGE) (CLC)	240	B
Pamour Porcupine Mines, Pamour, Ross and Schumacher Divs., Pamour	Steelworkers (AFL-CIO/CLC) (mine empls.)	1,000	B
Philco-Ford of Canada, Toronto	Machinists (AFL-CIO/CLC) (production empls.)	700	B
Prescott-Russell County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	307	F
Prescott-Russell County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	350	MED
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	625	B
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	430	B
Ross Memorial Hospital, Lindsay	CUPE (CLC)	280	CO
Rothmans of Pall Mall Canada Ltd., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	460	B
Ryerson Polytechnical Institute Board of Governors, Toronto	Cdn. Educational Workers (Ind.) (part-time and sessional instructors)	233	B
Sault Ste. Marie Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	410	B
Sault Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	365	PFB
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls.)	825	B



Negotiations in Progress during October 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Sheller-Globe of Canada Ltd. (Kralinator Filters Div.), Cambridge	United Steelworkers (AFL-CIO/CLC)	280	B
Klar Furniture Ltd. (Chair Div.) Toronto	Upholsterers (AFL-CIO/CLC)	230	C0
Klar Furniture Ltd. (Peppler Div.), Hanover	Woodworkers (AFL-CIO/CLC)	277	C0
pruce Falls Power and Paper Co., Kapuskasing	Carpenters (AFL-CIO) (lumber and sawmill workers, woods empls.)	700	B
torwal International Inc., Pembroke	United Steelworkers (AFL-CIO/CLC)	272	B
udbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	590	MED
udbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	860	PMB
extile Rental Institute of Ontario, Toronto	Laundry Workers (CLC)	1,900	B(R)
rush Inc., Toronto	United Steelworkers (AFL-CIO/CLC)	225	C0
under Bay Grocery Stores	Food and Commercial Workers (AFL-CIO/ CLC)	500	C0
mmins Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	215	B
ronto City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	690	B
ronto City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,330	B
ronto City, North York City, East York, Etobicoke, Scarborough and York Borough Boards of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	8,039	PMB
ronto General Hospital and 131 other hospitals	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	24,200	ARB



Negotiations in Progress during October 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg Sta
Trailmobile Canada, Brantford	Auto Workers (AFL-CIO/CLC)	200	P
Travelways School Transit Ltd., Mississauga	Railway, Transport and General Wor- kers (CLC)	220	P
Tridon Ltd., Burlington	Employees' Assn. (Ind.) (plant empls.)	500	B
Twenty-eight Ontario Hospitals	Cdn. Operating Engineers (CCU)	230	B
VS Services Ltd., (Food Management Services at Civic Centre), Ottawa	Hotel Employees (AFL-CIO/CLC)	200	B
Wabasso Inc., Dunnville	Clothing and Textile Workers (AFL-CIO/CLC)	372	B
Wabasso Inc., Welland	United Textile Workers (AFL-CIO/CLC)	422	B
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	620	P
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	420	M
Windsor City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	850	P
Windsor City Corp.	CUPE (CLC) (inside and outside empls.)	890	B
Harvey Woods Ltd. (Underwear and Hosiery Divs.), Woodstock and Kroy Unshrinkable Wools Ltd. Div. of Harvey Woods, Toronto	Clothing and Textile Workers (AFL- CIO/CLC)	550	B
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses and other empls.)	1,700	B

More Than One Province

Air Canada, system-wide**	Air Line Employees (CLC) (sales dept. empls.)	3,000	B
Air Canada, system-wide**	Air Line Flight Attendants (CLC)	2,845	B

\*\* Federal jurisdiction

Negotiations in Progress during October 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
P Inc. Containers Div., Que. and Ont.	Cdn. Paperworkers (CLC), Energy and Chemical Workers (CLC) (production and office empls.)	745	WS
Air, system-wide**	Air Line Flight Attendants (CLC)	1,200	B
Air, system-wide**	Air Line Pilots (Ind.)	680	B
Air, system-wide**	Railway Clerks (AFL-CIO/CLC) (agents, dispatchers and other empls.)	1,520	B
Canada Post, Canada-wide**	Postal Workers (CLC) (postal operations group, non-supervisory)	23,500	B
Canadian Pacific Express (Cdn. Parcel Delivery Div.) system-wide**	Railway Clerks (AFL-CIO/CLC)	700	B
For Transport Industrial Relations Bureau (Eastern Canada Car Carrier Div.), Que. and Ont.**	Teamsters (Ind.) (drivers, maintenance and other empls.)	1,300	B
al Canadian Mint, Hull, Que., Ottawa, Ont. and Winnipeg, Man.**	PSAC (CLC) (production and office (AFL-CIO/CLC)	530	B
inberg Inc., Ottawa and other centres, Ont. and Hull and iatineau, Que.,	Food and Commercial Workers (AFL-CIO/CLC)	980	B

Negotiations in Progress during October 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg Sta
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Definition of Codes for Negotiation Stages

B - Direct Bargaining

DMO - Direct Mediation Officer

CO - Conciliation

CB - Conciliation Board

MED - Mediation

PCB - Post Conciliation Bargaining

ARB - Arbitration

WS - Work Stoppage

B/WS - Bargaining After a Work Stoppage

MED/WS - Mediation During a Work Stoppage

F - Fact Finder

PMB - Post Mediation Bargaining

PFB - Post Fact Finder Bargaining

(R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in November 1982

Employer and Location	Union	No. of Empls.
P Air, province-wide	Air Line Pilots (Ind.)	651
Canadian Broadcasting Corp., province-wide	Newspaper Guild (AFL-CIO/CLC)	275
.W. Fearman Co. Ltd., Burlington	Food and Commercial Workers (AFL-CIO/CLC)	575
Goodyear Canada Inc., Collingwood	Rubber Workers (AFL-CIO/CLC)	276
Government of Canada (Treasury Board), province-wide	Public Service Alliance (CLC) (office equipment group)	274
TE Industries Ltd., Power Equipment Div., Mississauga	Cdn. Operating Engineers (CCU)	300
3M Canada Inc., Brampton and Toronto	Employees' Assn. (Ind.)	1,275
City of Toronto	Printing and Graphic Union (AFL-CIO/CLC)	550
Motor Transport Industrial Relations Bureau (Ontario Tank Truck Drivers), province-wide	Teamsters (Ind.)	285
Wm. Bischoff Foods (Div. of Christie, Brown and Co. Ltd.), Niagara Falls	Firemen and Oilers (AFL-CIO/CLC)	268
William Neilson Ltd., Georgetown and Toronto	Food and Commercial Workers (AFL-CIO/CLC)	565
Non-Destructive Testing Companies and NDT Management Assn., province-wide	Quality Control Council of Canada	400
Northumberland and Newcastle Board of Education	CUPE (CLC)	200
Ford of Canada, Toronto	Machinists (AFL-CIO/CLC)	700
Filter-Globe of Canada Ltd. (Kralinator Filters Div.), Cambridge	United Steelworkers (AFL-CIO/CLC)	280
Feinberg's Ltd. (Miracle Food Mart Div.), Etobicoke	Teamsters (Ind.)	200
Land W Foods Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	205





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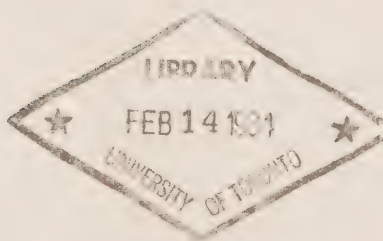


Ontario

LABOUR CANADA  
OTTAWA

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
AND NEGOTIATIONS IN ONTARIO  
NOVEMBER 1982



Prepared jointly by Labour Canada and the Ontario  
Ministry of Labour



## Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in November 1982 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in November 1982. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in December 1982.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

December 29, 1982



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## Highlights

Tobacco Workers Settlements. The three major bargaining situations scheduled for this year in the Ontario tobacco products industry involved over 1,500 members of the Bakery, Confectionery and Tobacco Workers' International Union (BC&T) employed at plants of Benson and Hedges (Canada), Imperial Tobacco and Rothmans of Pall Mall Canada, located in Toronto and two other centres. The workers were covered by four contracts due for renewal over the period from April to December. Despite the general economic slowdown, the tobacco products industry performed quite well and achieved profits. However, cigarette sales volumes showed a decline largely because of the present recession, as well as due to substantial tax increases, particularly at the provincial level.

Imperial Tobacco Division of Imasco Ltd. was the first to arrive at a new settlement. Its terms were reached at the direct bargaining stage in early July and covered a combined total of 820 production and office employees at the company's plant in Guelph. The joint settlement formed a basis for renewal of two separate agreements that expired on July 14, 1982. The new agreements provided wage/salary increases totalling 22 per cent over two years and a new provision for a seventh week of paid vacations after 35 years' service. The increases were implemented in two annual stages of 12 and 10 per cent, with the plant unit receiving in the first contract year a general increase of 10.3 per cent, plus an average of 1.7 per cent as a result of a newly introduced job evaluation plan. The first-year raises were applied to the present wage and salary rates. Last October, the rates were improved by an unscheduled 3 per cent increase awarded in recognition of the employees' contribution to company profits [See p. 410 of the July 1982 issue of this report for more details of the new settlement.]

At the time of the Imasco settlement, Benson & Hedges (Canada) offered a two-year contract renewal with comparable economic terms to its BC&T-represented plant workers in Brampton. The offer was rejected by the 255 employees, working without a new agreement since April 11. Subsequently, they walked off their jobs mainly over a disagreement on the company-proposed overtime distribution and temporary transfer procedures. The six-week strike ended in late August with a mediated settlement calling for a wage increase totalling 33 per cent over a three-year term, plus a fold-in of 4 cents per hour in past COLA payments and some reclassification adjustments. The general wage increase consisted of 13 per cent retroactive to April 12, 1982 and a further 10 per cent on each of the two subsequent anniversary dates of the agreement. The existing COLA provision was maintained and will be activated in the third year if inflation exceeds the 10 per cent wage adjustment level. Other negotiated changes included higher shift and training premiums, more compensation for overtime work on Saturdays, improved insurance and retirement benefits and, effective in the third year, a sixth week of paid vacation for employees with 25 years' service. [The settlement was reported on pp. 471-472 of the August 1982 issue of this report.]

Ending the 1982 round of major contract talks, 460 BC&T members employed at the Toronto plant of Rothmans of Pall Mall Canada voted their endorsement of a two-year renewal agreement. The pact was reached in face-to-face negotiations more than four weeks prior to the expiry date of the current contract. The new terms resembled the earlier Imasco accord in providing a general wage increase of 22 per cent over two years. However, the increases were split into three stages, with the initial 8 per cent paid

on the November 15 ratification date of the settlement and 4 per cent implemented on December 21, 1982, the day after the previous agreement expired. The remaining 10 per cent will be phased in next December 21. Improved upon from the last contract were such matters as shift premiums, an extra paid holiday and provisions determining fringe benefit levels in the area of health and welfare, pension plan, bereavement leave, safety shoes and the union scholarship fund.

Footwear Industry Settlements. Local 1979 of the United Food and Commercial Workers International Union (UFCW) and Bata Industries signed in mid-November a two-year renewal agreement reached in conciliation. The new agreement, replacing the previous contract which expired on October 3, included a general wage increase of 5 per cent in each year of the new term. It also continued a 25-cent per hour cost-of-living bonus that has been paid as an "add-on" over the past seven years. The pact covered 500 production and warehouse employees who remained at the company's operations in Batawa and Trenton, following extensive layoffs and the shutdown of the Campbellford and Picton plants in the summer of 1982.

The closing of the two plants was blamed on the federal government's decision in November 1981 to allow the footwear industry to compete unprotected in the world market place, along with the negative effect of the economy on shoe sales. The action to drop protective import quotas was allegedly in response to a 1981 report of the Anti-Dumping Tribunal, which found that the domestic leather footwear industry is competitive with foreign manufacturers. As a result, the government eliminated, as of December 1, 1981, all quotas on imported leather shoes and imposed a three-year quota on non-leather footwear, such as canvas. It also provided a \$17 million program to help Canadian shoe manufacturers to meet foreign competition.

In the absence of import restraints, the total foreign producers' market share passed the 60 per cent level over the past year. In consequence, the domestic industry's orders declined dramatically and about 7,000 of the 22,000 workers from shoe-related industries, employed mainly in Ontario and Quebec, lost their jobs. The deterioration of the Canadian shoe industry prompted the formation of an Industry-Union Survival Committee, which commenced to lobby for the reinstatement of quotas and eventually succeeded in convincing the federal government to reverse its decision on imports. The quotas on leather shoes were brought back in July 1982, and at the same time, the present quotas on non-leather footwear were slightly lowered. Both restrictions will remain in effect until November 30, 1984.

A week after the Bata accord was approved, 330 members of the United Textile Workers of America (UTWA) at the Perth plant of Brown Shoe Company of Canada ratified a two-year renewal agreement, superseding the previous one due to expire at the end of October 1982. Under the new terms, the hourly and incentive wage rates were increased by 6 per cent in the first year and by 5 per cent in the second. In addition, a 10-cent wage adjustment was provided for the hourly-rated workers. Other changes involved some improvements in health and welfare benefits.

Earlier, in June, 243 employees of Greb Industries (Bauer plant), a Division of Warrington Inc. in Kitchener, accepted a two-year agreement running through March 28, 1984. (The company underwent an extensive reorganization over the last two years, including the closure of an unprofitable

skate-blade plant, which eliminated 66 jobs, although some of the workers were absorbed by other Greb divisions). The Bauer workers, members of the Amalgamated Clothing and Textile Workers Union, received a general wage increase totalling \$1.03 per hour over two years, with the initial 58 cents retroactive to March 29, 1982. The increases amounted to an average of about 9 per cent in the first year and less than 7 per cent in the second. The contract also contained a number of changes in contract language and improvements pertaining to holiday pay, vacations, weekly indemnity, safety shoes and training allowances, increased employer's contribution toward OHIP premiums, and a further expansion of the bereavement leave provision. [For more details see pp. 315-316 of the June 1982 issue of this report.]

Trucking Industry Settlements. Two separate province-wide agreements, commonly referred to as "Ontario General Freight" and "Ontario General Maintenance", were settled in mid-November between the Motor Transport Industrial Relations Bureau (MTIRB) and five southern Ontario locals of the Teamsters Union. The settlement was concluded with the assistance of a federal mediator following a seven-week strike. The new master pact involved 3,200 drivers, freight handlers and maintenance workers at 12 member companies of the Bureau. The workers walked off their jobs to protest the employers' offer and to back the union's demands. The offer included a two-year term with wage increases of 6 and 5 per cent, reflecting the federal government's wage restraint guidelines. The union, however, was seeking an increase of about 26 per cent over two years to match contracts signed independently with Kingsway Transport, Overland Express Ontario and their associated companies earlier this year.

The Kingston and Overland companies broke away from the Bureau (the bargaining agency for the 12 other firms) in 1979. However, their contracts subsequently paralleled the industry pattern and had a common expiry date of September 30, 1982. Nevertheless, the companies agreed to reopen the contracts 10 months in advance of the scheduled date and extend them for two years. The settlements added 25 cents to the present hourly rates on January 1, 1982 and called for further wage increases of \$1.25 and \$1.00 per hour on October 1, 1982 and 1983 respectively, supplemented by a triggered COLA escalator in both years. Improved pension and welfare benefits were also provided. The total cost of the settlement package was estimated at 17 per cent in the first year and 9 per cent in the second. [The settlements were reported on p. 91 (Overland) and p. 277 (Kingsway) of the February and May 1982 issues of this report.]

In the meantime Maislin Industries, an international transport group, which employs about 500 Ontario truckers, also withdrew from the MTIRB and, in June 1982, agreed to accept the federal wage restraint formula in respect to its contracts with the Teamsters Union. The commitment was in exchange for \$34 million in federal loan guarantees intended to save the financially troubled company from collapse.

The trucking industry has been hard hit by the recession and firms operating in Ontario had a transportation surplus of up to 40 per cent when the strike began. The poor business conditions permitted other carriers to absorb customer orders normally handled by the strike-bound companies. In consequence, the impact of the strike on the public was negligible. However the 12 companies, which held 25 to 30 per cent of the licensed trucking in Ontario, began losing business and laying off their office employees.



The pressures led to the resumption of the MTIRB-Teamsters negotiations and an improved offer, which was overwhelmingly accepted by the union members. The 34-month agreement included hourly wage increases totalling \$2.75 (or about 24 per cent) for city drivers and dock workers, and equivalent increases in mileage rates for highway drivers. The increases were implemented in three stages, with the first increment of \$1.00 per hour effective November 21, 1982. Skilled maintenance employees received an additional 25-cents per hour adjustment in the first year. The casual, part-time and student rates, which previously were fixed at \$8.50 per hour, were set at \$1.50 below the standard rate, resulting in an immediate increase to \$9.89 per hour. The existing COLA provision was continued. The eventual monthly adjustments of 10 cents per hour, or 0.25 cents per mile for each one per cent rise in the CPI, triggered at 5 per cent, are to be folded into the wage rates following the scheduled increases for the second and third year. The contract also called for higher overtime compensation for some drivers and increased employer payments to welfare and pension plans. The total value of the settlement, including the estimated COLA increase and benefit improvements, amounted to about 29.4 per cent over the new term.

The new master pact set a settlement pattern for the remaining unionized Ontario trucking companies not represented by the Bureau. Also, Kingsway Transport has since notified the Teamsters it will have to lay off employees, unless the union agrees to cuts in wages to bring them in line with those paid by the firm's competitors.

The prolonged dispute delayed negotiations between the Bureau and the Teamsters on two other major agreements that opened up for renewal in the meantime. An inter-provincial contract covering 1,500 highway drivers and maintenance men at 16 Ontario and Quebec-based companies expired on June 30, 1982. The companies are represented by the Car Carrier Division of the MTIRB. Following a breakdown of direct bargaining, talks are now being conducted with the help of a federal mediator against a strike deadline set for February 23, 1983.

The second set of negotiations involves member-companies of the Tank Truck Division of the MTIRB operating in Ontario and employing about 360 drivers and maintenance men. Their agreement expired at the end of November, but during the following two months there was no exchange of contract proposals and no meeting of the parties.



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Canada Safeway Ltd., Toronto, Hamilton, Burlington, Oshawa and other Ontario centres	Food and Commercial Workers (full-time and part-time retail food empls.)	673
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TOBACCO PRODUCTS

Rothmans of Pall Mall Canada Limited at Toronto - Local 319T, Bakery and Tobacco Workers (AFL-CIO/CLC) (plant employees): A 25-month renewal agreement effective from November 22, 1982 to December 20, 1984, with wages retroactive to November 15, 1982, covering 460 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Nov.15/82	Dec. 21/82	Dec. 21/83
	General Increases	8%	4%	10%
	Group 1 (includes General Rework)	\$9.85 (\$9.12)	\$10.24	\$11.26
	Group 8 (includes Warehouse Attendant)	\$12.93 (\$11.97)	\$13.45	\$14.80
	Electrician (maximum - after 2 months)	\$16.72 (\$15.48)	\$17.39	\$19.13
Shift Premiums:	0-40¢-45¢ (0-35¢-45¢) for production worker and 70¢ (55¢) per hour night shift premium for non-production worker.			
Paid Holidays:	1 floating day is added for a total of 15 days.			
Bereavement Leave:	5 (3) days' paid leave in the case of the death of an immediate family member, as defined.			
Health and Welfare:	<p><u>Life Insurance and A.D.&amp; D.</u> Effective January 1, 1983, \$22,500 (\$20,000) coverage. Employee has the option of purchasing additional coverage to a maximum of \$22,500 (new).</p> <p><u>Weekly Indemnity</u> - Payable on a 1-1-5-26 working days basis. (Previously, 1-1-7-26 calendar days basis).</p> <p><u>Long Term Disability</u> - Maximum benefit increases to \$2,000 (\$1,500) per month.</p> <p><u>Vision Care (new)</u> - Maximum claim for eyeglasses is \$75 every 2 years.</p> <p><u>Dental Plan</u> - Maximum benefit increases to \$1,250 (\$1,000) per year per individual.</p>			
Pension Plan:	<u>Basic Benefit</u> - Effective January 1, 1983, \$9 (\$8) per month per year of past and future service, since 1978. Effective January 1, 1984, \$11.			
Safety Shoe Allowance:	Employer provides 1 pair per employee per year. (Previously, employer contributed \$25 per pair for 2 pairs per year).			
Union Scholarship Fund:	Employer to subsidize up to a maximum of \$8,000 (\$4,000), the Union's current commitment, to the sons and daughters of employees who are students presently on the programme for the next 2 years.			

LEATHER

Bata Industries Ltd. (Footwear Division) at Batawa and Trenton - Local 1979, Food and Commercial Workers (AFL-CIO/CLC) (500 production and warehouse employees): A 24-month renewal agreement effective from October 4, 1982 to October 3, 1984, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Oct. 4/82</u>	<u>Oct. 4/83</u>
General Increases*		5%	5%
Cleaner		\$5.23 (\$4.98)	\$5.49
Laboratory Operator		\$6.60 (\$6.29)	\$6.93
Leather Dispatcher		\$7.67 (\$7.30)	\$8.05

\*Applies to hourly rate and piece work rate schedules.

Cost of Living Allowance: 25¢ per hour "add-on" (unchanged).

Hours of Work: 40 per week (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 2 weeks plus 1 day after 3 years, 3 weeks after 5 years, 3 weeks plus 2 days after 10 years, 4 weeks after 15 years, 4 weeks plus 2 days after 20 years, 4 weeks plus 3 days after 25 years and 5 weeks after 34 years (unchanged).

Brown Shoe Company of Canada Limited at Perth - Local 365, United Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1982 to November 1, 1984, covering 330 employees, settled at the conciliation officer stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Nov. 1/82</u>	<u>Oct. 28/83</u>
Increases		6% for hourly - rated and incentive employees in excess of the starting minimum rate	5% for hourly - rated and incentive employees in excess of the starting minimum rate
Additional Adjustment		10¢ per hour for hourly rates	
<u>Warehouse</u>			
Order Pickers - General		\$4.10-\$5.93	\$4.25-\$6.23



	<u>Nov. 1/82</u>	<u>Oct. 28/83</u>
Truck Drivers	\$4.10-\$6.66	\$4.25-\$6.99
Out-of-Town		

Previous rates other than the starting minimum rate of \$3.85, were not available.

Probationary period is 3 continuous months or 60 days worked within a period of 6 calendar months. Maximum rates are reached after two 3-month increases.

Health and  
Welfare:

Life Insurance - Effective December 1, 1982, non-contributory coverage increases to \$7,000 for all employees. (Previously, contributory coverage of \$4,000-\$6,000 depending on years of service. Additional non-contributory coverage of \$500 for employees with 15 to 25 years' service and \$1,000 for employees with 25 years' service or more).

Weekly Indemnity - Payable on a 1-5-17 (1-6-17) basis.

TEXTILE

Wabasso Incorporated at Dunnville - Local 755T, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from September 8, 1982 to September 7, 1985, covering 372 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 9/82</u>	<u>Mar. 7/83</u>	<u>Sept. 4/83</u>
General Increases		11.3% with a minimum of 60¢	1.4% with a minimum of 10¢	2.8%
Skilled Trades Adjustment		20¢ prior to general increase		
Group 1 (includes General Labour)		\$5.55-\$5.61 (\$4.95-\$5.01)	\$5.65-\$5.71	\$5.81-\$5.87
Group 5 (includes Shipper Helper)		\$5.75-\$5.85 (\$5.15-\$5.25)	\$5.85-\$5.95	\$6.01-\$6.12
Group 11 (includes Electrician Class I)		\$5.79-\$8.96 (\$5.19-\$8.05)	\$5.89-\$9.09	\$6.05-\$9.34
Effective		<u>Dec. 4/83</u>	<u>Mar. 4/84</u>	<u>June 3/84</u>
General Increases		2.8%	2.8%	2.8%

	<u>Dec. 4/83</u>	<u>Mar. 4/84</u>	<u>June 3/84</u>
Group 1 (includes General Labour)	\$5.97-\$6.03	\$6.14-\$6.20	\$6.31-\$6.38
Group 5 (includes Shipper Helper)	\$6.18-\$6.29	\$6.35-\$6.46	\$6.53-\$6.64
Group 11 (includes Electrician Class I)	\$6.22-\$9.61	\$6.40-\$9.88	\$6.58-\$10.15
Effective	<u>Sept. 2/84</u>	<u>Dec. 2/84</u>	<u>Mar. 3/85</u>
General Increases	2.8%	2.8%	2.8%
Group 1 (includes General Labour)	\$6.49-\$6.55	\$6.67-\$6.74	\$6.85-\$6.93
Group 5 (includes Shipper Helper)	\$6.72-\$6.83	\$6.90-\$7.02	\$7.10-\$7.22
Group 11 (includes Electrician Class I)	\$6.76-\$10.44	\$6.95-\$10.73	\$7.15-\$11.03

Probationary period is 40 working days. Maximum rates for General Labour and Shipper Helper are reached upon completion of probationary period. Maximum rate for Electrician Class I is reached after 26 months, following completion of probation.

Cost of Living Allowance:	Effective September 2, 1984, 1¢ per 0.3 (0.5) point increase in the average Consumer Price Index - 1971=100. Triggers at 8% (7.1%) above the June 1984 (1981) base. Capped at 20¢ (15¢) per hour. To be adjusted and paid as a lump sum quarterly.
Paid Vacation:	3 (2) weeks after 5 years' service.
Vacation Pay:	6% (5.5%) after 5 years' service. Effective September 8, 1983, 5% (4.5%) after 1 year's service, 6.5% (6%) after 5 years, 7.5% (7%) after 9 years, 9% (8.5%) after 14 years, 10% (9.5%) after 19 years and 11% (10.5%) after 24 years.
Education Fund (new):	Employer contributes \$1 per month per employee in the first contract year, \$2 in the second contract year and \$3 in the third contract year to a fund administered by the union.
Safety Shoe Allowance (new):	Employer contributes a maximum of \$30 towards the cost in the first contract year, \$35 in the second and \$40 in the third.

Negotiating Committee: (new): Employer pays 50% of straight-time earnings for wages lost while at the negotiating table.

Wabasso Incorporated at Welland - Local 155, United Textile Workers (AFL-CIO/CLC):  
A 33-month renewal agreement effective November 7, 1982 to August 3, 1985, with wages retroactive to August 7, 1982, covering 270 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Aug. 7/82</u>	<u>Feb. 6/83</u>	<u>Aug. 7/83</u>	
	General Increases	11.3% with a minimum of 60¢	1.4% with a minimum of 10¢	2.8%	
	Skilled Trades Adjustments	20¢ prior to general increase			
	General Labourer	\$5.83 (\$5.23)	\$5.93	\$6.10	
	Electrician - Class #2 - Group #2	\$8.90 (\$7.80)	\$9.03	\$9.28	
	Effective	<u>Nov. 6/83</u>	<u>Feb. 5/84</u>	<u>May 6/84</u>	
	General Increases	2.8%	2.8%	2.8%	
	General Labourer	\$6.27	\$6.44	\$6.62	
	Electrician - Class #2 - Group #2	\$9.54	\$9.81	\$10.08	
	Effective	<u>Aug. 5/84</u>	<u>Nov. 3/84</u>	<u>Feb. 2/85</u>	<u>May 4/85</u>
	General Increases	2.8%	2.8%	2.8%	2.8%
	General Labourer	\$6.81	\$7.00	\$7.19	\$7.40
	Electrician - Class #2 - Group #2	\$10.37	\$10.68	\$10.95	\$11.26

Cost of Living Allowance: Effective August 5, 1984, 1¢ per 0.3 (0.5) point increase in the average Consumer Price Index - 1971 = 100 using August 1984 as a base index month. Triggers at 8% (6.9%). Capped at 20¢ (15¢) per hour. To be adjusted and paid as a lump sum quarterly (unchanged).

Paid Vacation: Effective May 31, 1983, 3 weeks after 5 (10) years' service, 4 weeks after 14 (15) years and 5 weeks after 24 (25) years.

**Vacation Pay:** Effective May 31, 1983, 3 weeks at 6% after 5 years' service, 7% after 9 years, 8.5% after 14 years, 9.5% after 19 years and 10.5% after 24 years. Also, 4 1/2% after 1 year (unchanged). Effective May 31, 1984, vacation pay increases .5%. (Previously, 7% after 10 years, 8% after 15 years, 9% after 20 years and 10% after 25 years.)

**Benefit Fund (new):** Effective November 7, 1982, employer contributes \$3 per month per employee to the Fund administered by the Union. Effective in the second contract year \$4. Effective in the third contract year \$5.

**Safety Shoe Allowance (new):** Employer contributes a maximum of \$30 towards the cost in the first contract year, \$35 in the second and \$40 in the third.

**Negotiating Committee (new):** Employer pays 50% of employee's previous average earnings for wages lost while at the negotiating table.

#### PAPER AND ALLIED

Great Lakes Forest Products Ltd. at Thunder Bay - Local 39, Canadian Paperworkers (CLC) (1,600 mill employees): A 24-month renewal agreement effective from May 1, 1982 to April 30, 1984, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	May 1/82	May 1/83
Increases		12%	10%
Skilled Trades Adjustment		20¢ per hour applied prior to wage increase for Journeyman "A" and above, including Painters	
Service Adjustment*		22¢ (18¢)	
Yard Labourer		\$11.38 (\$10.16)	\$12.52
Journeyman "A" 0-3 years		\$15.10 (\$13.48)	\$16.61

\*Payable after 3 years' service as a Journeyman "A" or Painter in the Mechanical or Instrumentation Department. Previous rate for Journeyman "A" includes adjustment.

**Hours of Work:** 40 or 42 per week (unchanged).

**Shift Premium:** 0-30-40¢ (0-25¢-30¢).

**Paid Holidays:** 6 designated days plus 6 floating holidays (unchanged).

**Paid Vacation:** 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 10 years, 5 weeks after 22 years, 6 weeks after 25 years and 7 weeks after 30 years (unchanged). Effective January 1, 1983, 5 weeks after 20 years.

Vacation Pay: An additional 4 hours' pay for each week taken between November 1 to April 30, excluding December (previously between January 1 to April 30).

Health and Welfare: Life Insurance - Effective December 1, 1982, premium costs for \$25,000 coverage paid by employer. (Previously employee paid 30¢ per thousand per month). Additional optional coverage of \$25,000 available at a cost of \$7.50 per month per employee (new).

Dental Plan - Effective December 1, 1982, coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Effective May 1, 1983, the 1982 ODA fee schedule.

Long Term Disability - Effective December 1, 1982, LTD benefit payments, Pension accrual and Life Insurance coverage for all employees who have been continuously disabled for 5 years or more are upgraded to reflect the May 1, 1982 and May 1, 1983 wage increases.

Pension Plan: Benefit Formula - Amended to provide for employee retiring after May 1, 1982 and before April 30, 1983, a pension equal to the greater of

a) accrued benefits under the terms of the former plan as at May 1, 1982, up to retirement date

or

b) a final average earnings formula based on 1% of \$13,100 plus 1.65% of 1980 earnings minus \$13,100 times years of service to retirement date. Formula is updated 1 year based on earnings of \$14,700 for employee retiring between May 1, 1983 and April 30, 1984.

Early Retirement Bridging Supplement - \$16 (\$11) monthly benefit payable per year of credited service to a maximum of 30 years.

#### METAL FABRICATING

John T. Hepburn Limited at Mississauga and Toronto - Local 3335, United Steelworkers (AFL-CIO/CLC) (hourly rated employees): A 30-month renewal agreement effective from November 19, 1982 to May 18, 1985, covering 277 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 8 months. Previous agreement expired May 18, 1982.

\* Includes 232 employees currently on lay-off status.

Wages:	Effective	<u>Nov. 19/82</u>	<u>Nov. 19/83</u>	<u>May 19/84</u>
COLA Fold-in		18¢		
General Increases **		11%	8%	6%
Unskilled Labour		\$9.43-\$9.53 (\$8.31-\$8.41)	\$10.19-\$10.29	\$10.81-\$10.91



	<u>Nov. 19/82</u>	<u>Nov. 19/83</u>	<u>May 19/84</u>
Master Electrician	\$12.78-\$12.88 (\$11.32-\$11.42)	\$13.81-\$13.91	\$14.64-\$14.74
Floor Type, Machining Centre 1st	\$13.34-\$13.44 (\$11.83-\$11.93)	\$14.42-\$14.52	\$15.29-\$15.39

\*\* Start Rates - 10¢ below maximum rates (unchanged). Maximum rates are reached with automatic increases of 5¢ after 45 days of work and 5¢ after a further 45 days of work (unchanged).

Probationary period is 40 days of work.

Cost of Living Allowance: Effective November, 1983, 1¢ per 0.4 point change in the Consumer Price Index - 1971=100, using October, 1983 as the base index month in the second year, and April, 1984 in the third year. Adjusted quarterly and rolled into wages on May 19, 1984, prior to 6% general increase. (Basic formula is unchanged.)

Shift Premium: 0-40¢-50¢ (0-34¢-39¢).

Health and Welfare: Life Insurance and A.D. & D. - \$12,000 (\$11,000) coverage. Effective November 19, 1983, \$14,000.

Extended Health Care - Effective November, 1983, \$25 deductible is removed.

Dental Plan - Coverage is based on the 1981 (1979) Ontario Dental Association fee schedule. Effective November 19, 1983, the 1982 ODA fees schedule.

Pension Plan: Employer contributes 13¢ (10¢) per regular hour worked for employee retiring at age 65. Effective November, 1983, 18¢.

Safety Shoe Allowance: Effective in 1983, employer contributes \$36 per year plus 50% in excess of \$36 per year upon proof of purchase. (Previously, \$33 without proof.) Effective in 1984, \$40 per year plus 50% of the amount in excess.

Canvil Ltd. at Simcoe - Local 1547, Machinists (AFL-CIO/CLC): A 15-month extension agreement effective from August 14, 1982 to November 13, 1983, covering 200 employees\*, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

\*Includes 63 employees currently on lay-off status.

Wages:	Effective	<u>Nov. 14/82</u>
	Increase	0¢
	COLA Fold-in	12¢

Nov. 14/82

Assembly and Deburring	\$8.86 (\$8.74)
Electrician	\$10.11 (\$9.99)**

\*\* Rate reflects a 15¢ adjustment made to skilled trades' and maintenance employees' wage rates during the term of the previous contract.

Previous rates reflect a \$1.42 COLA fold-in.

The wage rates do not include incentive bonuses of up to 30% for productive group set at 5% below overall production efficiency, and a service group bonus, with a possible maximum of 25%.

Minimum Hiring Rate - \$8.13 per hour. (Previously, the same as the Janitor rate, which, as of November 14, 1982 increased to \$8.63). New employees are excluded from the incentive system until completion of a 40 working days probationary period (new).

Cost of Living Allowance: 1¢ per 0.375 point increase in the Consumer Price Index - 1971=100, using July, 1982 as the base index month. Adjusted and folded into rates quarterly. (Basic formula unchanged).

Health and Welfare: Life Insurance and A.D. & D. - Effective November 13, 1982, \$18,000 (\$17,000) coverage.

Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

Safety Shoe Allowance: \$30 (\$20) annual maximum.

#### TRANSPORTATION EQUIPMENT

Hawker Siddeley Canada Inc., Orenda Division at Malton - Local 717T, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from September 25, 1982 to September 21, 1984, covering 422 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 25/82</u>	<u>Sept. 24/83</u>
	Increases	20¢-25¢	15¢-25¢
	COLA Fold-in	\$1.87	
	General Labour (Job Class 2)	\$10.70 (\$8.63)	\$10.85
	Mechanic Electronics Maintenance (Job Class 12)	\$13.03 (\$10.91)	\$13.28

Cost of Living Allowance:	30¢ COLA generated under the September 1978-1980 agreement plus \$1.57 COLA generated under the September 1980-1982 agreement is folded into wages on September 25, 1982.  Effective in December 1982, 1¢ per 0.3 point change in the Consumer Price Index - 1971=100, above 266.1 (213.5). To be adjusted quarterly. Payable in March, 1983 and quarterly thereafter to June, 1984. (Basic formula is unchanged.)												
Lump Sum Payment:	A prepaid COLA travel allowance of 18¢ per hour worked retroactive to September 1982 is payable in December 1982.												
Paid Holidays:	Effective in the first contract year only, 1 day is added during the Christmas period for a total of 13 days.												
Health and Welfare:	<u>Life Insurance and A.D. &amp; D.</u> - \$14,000 (\$13,000) coverage. <u>Life Insurance for Retirees</u> - \$750 (\$500) coverage. <u>Weekly Indemnity</u> - Effective January 1, 1983, benefit is the UIC allowable payment in effect. Effective January 1, 1984, the UIC allowable payment updated 1 year. (Previously, benefit was flat rate of \$210.) <u>Drug Plan</u> - Coverage to be provided for the cost of drugs prescribed during the first 2 months immediately following retirement (new). <u>Dental Plan</u> - Coverage is based on the 1982 (1980) Ontario Dental Association fee schedule.												
Pension Plan	<u>Employer Contribution</u> - Effective January 1, 1983, 45¢ (35¢) per hour to a maximum of \$18 (\$14) per week to the I.A. of M. Labour Management Pension Fund. <u>Minimum Pension Benefits</u> - Eligible retirees with 10 years' service or more receive benefits from a combination of the I.A. of M. Plan and prior non-contributory plan as follows: <table><tr><td>Jan. 1/86 - Dec. 1/86</td><td>\$2,820</td></tr><tr><td>Jan. 1/87 - Dec. 1/87</td><td>\$2,940</td></tr><tr><td>Jan. 1/88 - Dec. 1/88</td><td>\$3,060</td></tr><tr><td>Jan. 1/89 - Dec. 1/89</td><td>\$3,180</td></tr><tr><td>Jan. 1/90 - Dec. 1/90</td><td>\$3,300</td></tr><tr><td>Jan. 1/91 - Dec. 1/91</td><td>\$3,420</td></tr></table>	Jan. 1/86 - Dec. 1/86	\$2,820	Jan. 1/87 - Dec. 1/87	\$2,940	Jan. 1/88 - Dec. 1/88	\$3,060	Jan. 1/89 - Dec. 1/89	\$3,180	Jan. 1/90 - Dec. 1/90	\$3,300	Jan. 1/91 - Dec. 1/91	\$3,420
Jan. 1/86 - Dec. 1/86	\$2,820												
Jan. 1/87 - Dec. 1/87	\$2,940												
Jan. 1/88 - Dec. 1/88	\$3,060												
Jan. 1/89 - Dec. 1/89	\$3,180												
Jan. 1/90 - Dec. 1/90	\$3,300												
Jan. 1/91 - Dec. 1/91	\$3,420												
Safety Shoe Allowance:	Effective January 1, 1983, employer contributes \$42.50 (\$35.00) once per calendar year, upon proof of purchase.												

North American Plastics Company Limited at Wallaceburg - Local 251, Auto Workers (AFL-CIO/CLC): A 36-month renewal agreement effective May 14, 1982 to May 13, 1985, covering 335 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	<u>May 13/82</u>	<u>May 13/83</u>	<u>May 13/84</u>
	COLA Fold-in	\$1.79		

	<u>May 13/82</u>	<u>May 13/83</u>	<u>May 13/84</u>
General Increases	45¢	30¢	25¢
Assembler	\$7.89 (\$5.65)	\$8.19	\$8.44
Electrician A	\$11.34 (\$9.10)	\$11.64	\$11.89
Cost of Living Provision:	Deleted.		

#### ELECTRICAL PRODUCTS

Westinghouse Canada Inc. at Hamilton - Local 555, Electrical Workers (UE) (CLC)  
(office and clerical employees): An 11-month renewal agreement effective from November 1, 1982 to September 21, 1983, with wages retroactive to September 22, 1982, covering 245 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages: Effective Sept. 22/82

General Increase 6%

#### Weekly Rates

Level 301 (includes  
File Clerk) - 37.5  
hour week \$252.38-\$263.01  
(\$238.09-\$248.12)

Level 417 \$425.72-\$470.68  
(includes Senior  
Production Controller)  
- 40 hour week (\$401.62-\$444.04)

Probationary period is 90 continuous working days for levels 1-7 inclusive and 120 days for levels 8-17. Maximum rates for File Clerk are reached after 18 months and for Senior Production Controller, after 36 months.

Shift Premium: 0-\$3.00-\$3.00 (0-\$2.63-\$2.63) per shift for employee working 37.5 hours per week. 0-\$3.20-\$3.20 (0-\$2.80-\$2.80) for employee working 40 hours per week.

Paid Holidays: Effective in 1983, 1/2 shift is added for a total of 12 1/2 days.

Paid Vacation: 4 weeks after 12 (13) years' service and 5 weeks after 23 (25) years. Effective in 1983, 5 weeks after 22 years.

#### NON-METALLIC MINERAL PRODUCTS

Canada Sand Papers Limited at Plattsville - Local 12, Energy and Chemical Workers (CLC): Two 24-month renewal agreements effective from April 23, 1982 to April 22, 1984, covering 241 employees\*, settled with mediation assistance. Duration of negotiations - 6 1/2 months.

\* Includes 78 employees currently on lay-off status.

Wages:	Effective	Apr. 24/82	Oct. 23/82
General Increases		70¢ per hour for Plant employees; 60¢ per hour for Office employees	15¢ per hour for Plant employees
Job Class Increment (Plant)			1¢
Additional Adjustment			Office Job Evaluation
<u>Plant</u>			
Bench and Misc. Work Operator		\$7.365-\$7.675 (\$6.665-\$6.975)	\$7.515-\$7.825
Maintenance, 1st Class		\$9.765-\$10.075 (\$9.065-\$9.375)	\$10.075-\$10.385
<u>Office</u>			
<u>Monthly Rates</u>			
Class 1 (File Clerk)		\$1,083-\$1,125 (\$980-\$1,020)	\$1,083-\$1,125
Class 7 (includes Buyer)		\$1,603-\$1,724 (\$1,500-\$1,620)	\$1,603-\$1,724
Effective		Apr. 23/83	Oct. 23/83
General Increases		55¢ per hour	10¢ per hour for Plant employees; 7¢ per hour for Office employees
Job Class Increment (Plant)			1¢
<u>Plant</u>			
Bench and Misc. Work Operator		\$8.065-\$8.375	\$8.165-\$8.475
Maintenance, 1st Class		\$10.625-\$10.935	\$10.885-\$11.195
<u>Office</u>			
<u>Montly Rates</u>			
Class 1 (File Clerk)		\$1,178-\$1,220	\$1,191-\$1,232
Class 7 (includes Buyer)		\$1,698-\$1,820	\$1,710-\$1,832



Probationary period is 60 days of continuous service. Maximum rates for plant employees are reached after two 3-month increases, for File Clerk, after one 6-month increase, and for Buyer, after three 6-month increases.

Shift Premium: Effective November 1, 1982, 0-34¢-37¢ (0-30¢-33¢). Effective April 23, 1983, 0-36¢-39¢.

Bereavement Leave: 1 day's paid leave to attend the funeral of a grandparent, sister-in-law or brother-in-law (new).

Health and Welfare: Weekly Indemnity - Effective November 1, 1982, benefit is \$210 per week, payable on a 1-1-4-26 (1-4-26) basis. (Previously, \$170 per week for office employees and \$160-\$180 per week, depending on salary for plant employees.) Effective January 1, 1983, benefit increases to \$231 per week. Employer pays 100% of premium costs. (Unchanged for office employees. Previously, plant employees contributed \$1.42-\$1.70 per month, depending on salary.)

Extended Health Care - Effective November 1, 1982, maximum claim for eyeglasses is \$80 every 2 years. (new).

Pension Plan: Effective May 1, 1982, \$13.50 (\$12.50) per month per year of credited service. Effective May 1, 1983, \$14.

Safety Shoe Allowance: Effective January 1, 1982, \$50 (\$40) per year. Effective January 1, 1983, \$60.

Tool Allowance: Effective January 1, 1982, \$150 (\$100) per year for maintenance employee. Effective January 1, 1983, \$200 per year.

#### MISCELLANEOUS MANUFACTURING

Kodak Canada Inc., at Brampton and Toronto - Employees' Association (Ind.) (1,100 production and distribution employees): A 24-month renewal agreement effective from November 8, 1982 to November 4, 1984, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Nov. 8/82</u>	<u>Nov. 7/83</u>
	Increases	6.4% average	5%
	<u>Job Rates</u>		
	Cleaner	\$9.77 (\$9.12)	\$10.26
	Electrician "A"	\$14.20 (\$13.40)	\$14.91
	Electrical-Mechanical Technician	\$16.26 (\$15.34)	\$17.07

Previous rates reflect an unscheduled increase of 2% added to the November 8, 1981 increases.

Hours of Work: 40 per week (unchanged).

Shift Premium:	70¢ (60¢) per hour worked between 7 p.m. and 7 a.m.
Paid Holidays:	12 days (unchanged).
Paid Vacation:	Effective in 1983, 5 weeks after 21 (22) years' service. Also 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 12 years and 6 weeks after 35 years (unchanged). Effective in 1984, 5 weeks after 20 years.
Health and Welfare:	Dental Plan - Effective January 1, 1983, coverage is based on 1983 (1981) Ontario Dental Association fee schedule to a maximum lifetime total of \$7,500 (\$5,000) including \$1,200 (\$1,000) maximum orthodontic lifetime coverage.
Meal Allowance:	\$3.50 (\$3).
Safety Shoe Allowance:	\$44 (\$38) on a one time basis to designated employees; \$48 (\$42) if green patch safety shoes are required. In addition, a maintenance allowance of \$22 (\$19) per year is paid employees in certain classifications.
Tool Allowance:	\$35 (\$25) per year to designated employees.

#### TRANSPORTATION

Motor Transport Industrial Relations Bureau of Ontario (Inc.) (General Freight and General Maintenance Divisions), system-wide - Locals 91, 141, 879, 880 and 938, Teamsters (Ind.) (2,800 drivers and dock employees and 400 garage and maintenance employees): Two 34-month renewal agreements effective from November 19, 1982 to September 30, 1985, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	Nov. 21/82	Oct. 1/83	Oct. 1/84
General Increases		\$1.00	75¢	\$1.00
Skilled Trades Adjustment		25¢ for Mechanic A		
<u>Maintenance Agreement</u>				
Unskilled Classification		\$11.51-\$11.54 (\$10.51-\$10.54)	\$12.26-\$12.29	\$13.26-\$13.29
Semi-skilled Classification		\$11.58-\$11.63 (\$10.58-\$10.63)	\$12.33-\$12.38	\$13.33-\$13.38
Skilled Classification No. 1		\$12.46-\$12.56 (\$11.46-\$11.56)	\$13.21-\$13.31	\$14.21-\$14.31
<u>Freight Agreement</u>				
Dockman		\$11.24-\$11.29 (\$10.24-\$10.29)	\$11.99-\$12.04	\$12.99-\$13.04

	<u>Nov. 21/82</u>	<u>Oct. 1/83</u>	<u>Oct. 1/84</u>
Checker	\$11.33-\$11.38 (\$10.33-\$10.38)	\$12.08-\$12.13	\$13.08-\$13.13
Driver	\$11.34-\$11.39 (\$10.34-\$10.39)	\$12.09-\$12.14	\$13.09-\$13.14

Mileage Rates - Drivers on highway operations: Effective November 21, 1982, 26.04¢-26.44¢ (\$24.04¢-\$24.44¢) per mile, depending on number of axles. Effective October 1, 1983, \$27.54¢-\$27.94¢. Effective October 1, 1984, 29.54¢-29.94¢. Additional premium for double and triple hook-ups apply.

Casual, Part-time and Student Rate - \$1.50 less than the standard rate, resulting in a rate of \$9.89 for the first year of the agreement. (Previously, rate fixed at \$8.50).

Cost of Living Allowance: 10¢ per hour worked or 0.25¢ per mile driven per 1% increase in the Consumer Price Index - 1971 = 100, above the September base in each year of the agreement. Triggers at 5%. Calculated and paid monthly as a lump sum. Total payments made during the first and second year divided by 12 will be folded into the base rates October 1, 1983 and October 1, 1984. (Previous formula similar, except no scheduled fold-ins. Generated 57¢ in the first year, 75¢ in the second year and 53¢ in the third year.)

Hours of Work: 40 per week (unchanged).

Driver's Overtime Premium: Effective November 19, 1982, \$6.18 (\$5.68) per hour. Effective October 1, 1983, \$6.56 per hour. Effective October 1, 1984, \$7.06 per hour. Applies to drivers on combination of mileage and hourly rates.

Paid Holidays: 12 days (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 10 years, 5 weeks after 18 years and 6 weeks after 25 years (unchanged).

Health and Welfare: Employer Contribution - Effective November 17, 1982 \$117 (\$102) per month per employee to fund.

Pension Plan: Employer Contribution - \$205 (\$185) per month per employee to fund.

Travelways School Transit Ltd. (Mississauga Division) at Mississauga - Railway, Transport and General Workers (CLC): A 24-month renewal agreement effective from September 1, 1982 to August 31, 1984, covering 228 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
General Increases		9%	6%

	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
<u>School Vehicle Drivers</u>		
Station Wagon	\$9.25 per shift (\$8.49)	\$9.81
Van	\$10.62 per shift (\$9.74)	\$11.26
Large Bus	\$10.94 per shift (\$10.04)	\$11.60
Wheel Chair Bus	\$14.38 per shift (\$13.19)	\$15.24

**Paid Holidays:** Easter Monday is added for a total of 10 days for full-time employees and 7 days for part-time employees.

# RETAIL TRADE

Canada Safeway Limited at Belleville, Burlington, Hamilton, Oshawa, Toronto and other Ontario centers - Locals 206 and 486, Food and Commercial Workers (AFL-CIO/CLC) (1,200 full-time and part-time retail food employees): Two 24-month renewal agreements effective from July 4, 1982 to July 7, 1984, settled at the bargaining stage. Duration of negotiations - 8 months.

<b>Wages:</b>	<b>Effective</b>	<b><u>July 4/82</u></b>	<b><u>July 4/83</u></b>
	<u>Increases</u>		
	Full-time Employees	\$1.05 per hour	\$1.05 per hour
	Part-time Employees	75¢ per hour	75¢ per hour

## Maximum Hourly Rates

Full-time Employees  
(hired prior to ratification 1978)

Cashier/Wrapper	\$10.95	\$12.00
Bakery Sales	(\$9.90)	
Grocery-Produce Clerk/Baker	\$11.66 (\$10.61)	\$12.71
Meat Cutter	\$12.11 (\$11.06)	\$13.16

Part-time Employees  
(hired after ratification 1978)

Student	\$8.70 (\$7.95)	\$9.45
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The following benefits apply to full-time employees only:

**Economic Adjustment:** Four quarterly payments of \$91 each (unchanged) in each year of the agreement.

Hours of Work: 37 per week (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 9 years, 5 weeks after 16 years and 6 weeks after 25 years (unchanged).

Health and Welfare: Dental Plan - Effective January 1, 1984, employer pays 8¢ (7¢) per hour.

Vision Care Benefit (new) - Effective January 3, 1983, reimbursement of the patient's costs without deductible up to scheduled amounts as follows: Single Vision Lenses - \$20 per pair; Bifocals - \$25 per pair; Trifocals - \$35 per pair; Lenticular - \$75 per pair; Frames - \$20. Lenses if medically necessary, may be replaced once per calendar year, frames limited to replacement every two calendar years. Contact lenses if required due to surgery or visual acuity not correctable to 20/70 in either eye with glasses but correctable to at least 20/70 with contact lenses will be payable at a scheduled benefit of \$150 per pair. Contact lenses selected at patient's discretion will be reimbursed at \$65 per pair. This will be allowed in lieu of any other Vision Plan benefits.

Dominion Stores Limited at Sault Ste. Marie and various centres in northern Ontario - Various Locals, Retail, Wholesale Employees (AFL-CIO/CLC): Two 17 1/2-month renewal agreements effective from November 29, 1982 to May 13, 1984, with wages retroactive to May 14, 1982, covering 370 full-time and 500 part-time employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 14/82</u>	<u>May 14/83</u>
General Increases*			
Full-time Employees		\$1.05 per hour	\$1.05 per hour
Part-time Employees		75¢ per hour	75¢ per hour
<u>Maximum Hourly Rates</u>			
<u>Full-time Employees</u>			
Clerk "A" - hired after October 1, 1978 (30 months)		\$10.78 (\$9.73)	\$11.83
Clerk "A" - hired prior to October 1, 1978 (30 months)		\$10.95 (\$9.90)	\$12.00
Meat Cutter (all areas except Sault Ste. Marie)		\$12.11 (\$11.06)	\$13.16
<u>Part-time Employees</u>			
Student and Non-Student - hired after October 1, 1978 (36 months)		\$8.70 (\$7.95)	\$9.45



\*Increases will be prorated from 50% at the start to 100% at the top of each classification.

Economic  
Adjustment  
(Full-time):

Four quarterly payments of \$91 each (unchanged) in each year of the agreement, retroactive to May 14, 1982.

Night Shift  
Premium:

70¢ (65¢) per hour.

Night Shift  
Leader Premium:

65¢ (60¢) per hour in addition to night shift premium.

Health and  
Welfare:

Optical Plan (Full-time) - Effective January 1, 1983, maximum claim for eyeglasses is \$80 (\$60) every 2-year period.

Dental Plan - Effective January 1, 1984, employer contributes 8¢ (7¢) per hour worked.

Thunder Bay Grocery Stores (Canada Safeway Limited and Dominion Stores Limited) - Local 409, Food and Commercial Workers (AFL-CIO/CLC): A 21-month renewal agreement effective from November 29, 1982 to August 31, 1984, with wages retroactive to September 1, 1982, covering 240 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
General Increases*			
Full-time Employees		\$1.05 per hour	\$1.05 per hour
Part-time Employees		75¢ per hour	75¢ per hour
Inequity Adjustments			12¢ on top rate for Bakery Lead Hand and Baker
<u>Maximum Hourly Rates</u>			
<u>Full-time Employees</u>			
Clerk "A" (24 months)		\$10.48 (\$9.43)	\$11.53
Cutter (36 months)		\$11.73 (\$10.68)	\$12.78
<u>Part-time Employees</u>			
Student and Non-Student		\$8.69 (\$7.94)	\$9.44

\*Increases will be prorated from 50% at the start to 100% at the top of each classification.

Probationary period is 30 calendar days. Maximum rates for part-time employees are reached after 3,000 hours.

Economic Adjustment (Full-time): Four quarterly payments of \$91 each (unchanged) in each year of the agreement, retroactive to September 1, 1982.

Night Shift Premium: 70¢ (65¢) per hour.

Night Stocking Lead Hand Premium: 45¢ (40¢) per hour

Health and Welfare: Optical Plan (new) (Full-time) - Effective January 2, 1984, maximum claim for eyeglasses is \$60 every 2 years.

Dental Plan - Effective January 2, 1984, employer contributes 8¢ (7¢) per hour worked.

Negotiating Committee (new): 3 employees receive up to a maximum of 54 hours each with pay for time spent at negotiations.

#### EDUCATION AND RELATED SERVICES

Durham Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.) (1,755 employees): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages: Effective Sept. 1/82

General Increase 9%

Teacher-Level 1 \$14,849-\$20,431  
0-5 years (\$13,623-\$18,744)

Teacher-Level 4 \$19,329-\$32,035  
0-11 years (\$17,733-\$29,390)

Teacher-Level 7 \$22,601-\$39,987  
0-11 years (\$20,735-\$36,685)

#### Principals

Less than 18 teachers \$42,386-\$44,785  
0-3 years (\$38,886-\$41,087)

18 or more teachers \$43,986-\$47,185  
0-3 years (\$40,353-\$43,288)

Responsibility Allowance: Vice-Principal (0-2 years)  
Less than 18 teachers - \$327 (\$300) per classroom to a maximum of \$1,635 (\$1,500)  
18 or more teachers - \$2,572-\$3,880 (\$2,360-\$3,560).

Consultant - \$2,572-\$3,880 (\$2,360-\$3,560).

Health and  
Welfare:

Life Insurance, A.D. & D., OHIP and Medical/Dental Plan -  
Effective December 1, 1982, employer pays 85% (75%) of premium costs.

Long Term Disability - Effective December 1, 1982, employee pays 100% of premium costs. (Previously, employer paid 75%.)

Major Medical Plan - Effective January 1, 1983, prescription drug plan added (new).

Medical/Dental Insurance Premiums - To be waived for employees who become disabled for as long as the benefit plans are contracted with the current carriers (new).

Dental Plan - Effective January 1, 1983, plan provides 100% (80%) coverage for basic services based on the 1981 (1980) Ontario Dental Association fee schedule. Prosthodontic coverage is added at 50% co-insurance to a maximum of \$1,000 per year and orthodontia coverage at 50% co-insurance to a maximum of \$1,000 per year or \$3,000 per lifetime (new).

NOTE: Agreement is subject to amendment as a result of pending provincial legislation (Bill 179).

Halton Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1982 to August 31, 1984, covering 506 employees, settled at pre-fact finder mediation. Duration of negotiations - 11 months.

Wages:	Effective	Sept. 1/82	Sept. 1/83
	Increases	9% for Teachers; 8.75% for Principals	5%
	Teacher-Level D 0-5 years	\$14,025-\$19,395 (\$12,868-\$17,793)	\$14,725-\$20,365
	Teacher-Level A1 0-10 years	\$19,580-\$30,690 (\$17,965-\$28,155)	\$20,555-\$32,225
	Teacher-Level A4 0-12 years	\$23,018-\$39,446 (\$21,117-\$36,189)	\$24,165-\$41,421
	Principal-Level A1 0-4 years	\$39,425-\$43,581 (\$36,253-\$40,073)	\$41,396-\$45,760
	Principal-Level A4 0-4 years	\$43,321-\$47,477 (\$39,835-\$43,655)	\$45,487-\$49,851

Responsibility  
Allowances:

Principal -  
Schools with grades 9 and 10 \$1,635 (\$1,500)  
Schools, large or twinned or with \$1,090 (\$1,000)  
800 or more students

<u>Vice-Principal</u>	\$3,597 (\$3,000) above basic salary grid
Schools with grades 9 and 10	\$1,090 (\$1,000)
Schools with 1,000 or more students	\$545 (\$500)

Acting Principal to be paid a prorated scale according to the Acting Principal's placement on the current principals' grid schedule (new).

Principal's Designate	\$273 (\$250)
Consultant	\$3,597 (\$3,300)
Chairperson	\$2,943 (\$2,770)
Assistant Chairperson	\$1,254 (\$1,150)

Special Education Allowance: \$600 (\$550).

Extra Degree Allowance: \$436 (\$400).

Health and Welfare: Life Insurance, A.D. & D., OHIP, Extended Health Care and Dental Plan - Employer contributes 85% (unchanged) of monthly premium costs as at July 31, 1982 (October 1980). Effective in the second contract year, based on premiums as at July 31, 1983.

Teacher-Funded Leave Plan (new): Employee with 3 years' service may take 1 year leave of absence by deferring salary over a period of 2 to 6 years preceding the year of the leave at a rate of 15%-30% of annual salary. This percentage will not vary more than plus or minus 5% from that percentage calculated by dividing 100% by the total number of years in the plan. Accumulated amount of deferred salary plus interest earned is retained to finance the year of the leave.

Evaluation for Grid Placement: Based on Qualification Evaluation Council of Ontario Program 3 (new).

NOTE: Agreement is subject to amendment as a result of pending provincial legislation (Bill 179).

Hamilton-Wentworth Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (1,100 employees): A 24-month renewal agreement effective from September 1, 1982 to August 31, 1984, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	Sept. 1/82	Sept. 1/83
General Increases		9%	5%
Teacher-Category D 0-6 years		\$16,148-\$20,030 (\$14,815-\$18,376)	\$16,955-\$21,032
Teacher-Category A1 0-11 years		\$18,952-\$32,307 (\$17,387-\$29,639)	\$19,900-\$33,922
Teacher-Category A4 0-11 years		\$22,568-\$40,572 (\$20,705-\$37,222)	\$23,696-\$42,601

	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
Principal*/Coordinator (3 levels; overall range shown)	\$41,787-\$47,244 (\$38,337-\$43,343)	\$43,876-\$49,606

\*Principal of a semestered school receives a \$1,000 annual allowance in addition to salary. (Previously \$1,000 if more than 25 teachers.)

Responsibility Allowances:	Vice-Principal/Staff Assistant - \$3,488 (\$3,200). Department Heads - Major - \$2,616 (\$2,400). Minor or Acting - \$2,017 (\$1,850). Assistant - \$927 (\$850). Chairman - \$2,616 (\$2,400). Assistant to Chairman - \$1,199 (\$1,100). Teacher Consultant - \$2,616 (\$2,400). Special Education Teacher - \$927 (\$850).
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Health and Welfare:	<u>Employer Contribution</u> - Percentage share of payments for hospital, semi-private, medical, life and dental insurance plans remain unchanged but are based on premium rates in effect at the signing of this agreement. (Previously based on the rates in effect at the signing of the 1981-1982 agreement.)
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NOTE: Agreement is subject to amendment as a result of pending provincial legislation.

Lakehead Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.) (600 employees): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/82</u>
	General Increase	9%
	Teacher-Category D 0-7 years	\$16,489-\$22,663 (\$15,129-\$20,792)
	Teacher-Category A1 0-10 years	\$19,989-\$31,989 (\$18,338-\$29,348)
	Teacher-Category A4 0-11 years	\$24,429-\$40,907 (\$22,415-\$37,529)
	Principal 0-2 years	\$40,907-\$42,201 (\$37,529-\$38,717)

Cost of Living Provision:	Deleted. (Previous provision did not trigger.)
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Responsibility Allowances:	Principal - \$218 (\$200) per supervised teacher. Vice-Principal - \$1,308 (\$1,200) plus \$65 (\$60) per supervised teacher.
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Extra Degree Allowances:	\$1,000 for PhD, \$800 for a Masters, \$200 for a BA (unchanged). Teachers have option of receiving this allowance or placing an
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alternate amount into a Personal-Professional Development Fund (new). Election of the latter for extra degrees earned after September 1985 will be mandatory.

Personal-  
Professional  
Development  
Fund (new):

In lieu of extra degree allowances, teachers will have the following amounts placed into the fund; \$800 for a PhD, \$600 for a Masters, \$100 for a BA. Amounts placed in fund are non-taxable.

Health and  
Welfare:

Dental Plan - Major restorative coverage is added on a 50% co-insurance basis to a maximum of \$1,000 per year.

Maintenance of Applicable Insurance Plans During Specified Leave (new) - Employer will pay its share of premium costs for employees on 17 week maternity leave or 6-week adoption leave.

NOTE: Agreement is subject to amendment as a result of pending provincial legislation (Bill 179).

London City Board of Education - Ontario Secondary School Teachers' Federation (Ind.)  
(1,100 employees): A 24-month renewal agreement effective from September 1, 1982 to August 31, 1984, settled at the post mediation bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Oct. 5/82</u>	<u>Sept. 1/83</u>
	Increases	13.9% on the average	5%
	Teacher-Category 1 0-10 years	\$18,050-\$30,550 (\$15,951-\$26,922)	\$18,953-\$32,078
	Teacher-Category 4 0-10 years	\$22,100-\$40,500 (\$19,397-\$35,399)	\$23,205-\$42,525
	Vice-Principal or Co-ordinator 0-3 years	\$45,850-\$48,250 (\$40,082-\$42,332)	\$48,143-\$50,663
	Principal 0-4 years	\$50,500-\$54,100 (\$44,172-\$47,546)	\$53,025-\$56,805

Previous rates include a 2.25% upward adjustment made to the 1981-82 grid effective October 5, 1982. The amount matches the total COLA paid as a lump sum June, 1982.

Cost of Living  
Provision:

Deleted.

Responsibility  
Allowances:

	Effective	<u>Oct. 5/82</u>	<u>Sept. 1/83</u>
Consultant		\$3,230-\$3,770 (\$3,000-\$3,500)	\$3,400-\$3,960
Director		\$3,120 (\$2,900)	\$3,280
Head		\$2,420 (\$2,250)	\$2,540
Dept. Assistant		\$920 (\$850)	\$970

Extra Degree Allowance: \$780 (\$725) for one approved post-graduate degree at the Master's level or beyond. Effective September 1, 1983, \$820.

Health and Welfare: Life Insurance - Effective January 1, 1983, \$140,000 maximum coverage (Previously, two and one-half times annual salary to a maximum of \$100,000.)

Dependant Life Insurance - Effective January 1, 1983, \$10,000 (\$5,000) coverage for spouse and \$5,000 (\$2,500) for dependant.

Dental Plan - \$1,500 (\$1,000) maximum lifetime orthodontic coverage.

NOTE: Agreement is subject to amendment as a result of pending provincial legislation (Bill 179).

Nipissing District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 450 employees settled at the post mediation bargaining stage. Duration of negotiations - 8 1/2 months.

Wages:	Effective	<u>Sept. 1/82</u>
	General Increase	9%
	Teacher-Level D	\$14,684-\$18,974
	0-5 years	(\$13,472-\$17,407)
	Teacher-Level A1	\$19,414-\$31,536
	0-11 years	(\$17,811-\$28,932)
	Teacher-Level A4	\$22,899-\$40,260
	0-11 years	(\$21,008-\$36,936)

Responsibility Allowances:	Principal
	A School -
	0-3 (2) years
	B School
	0-3 (2) years
	C School
	0-3 (2) years

	\$6,100-\$7,600
	(\$6,100-\$7,190)
	\$4,800-\$6,300
	(\$4,800-\$5,890)
	\$3,500-\$5,000
	(\$3,500-\$4,590)

Teacher Designate - \$20 per full day beyond 15 days of absence of the principal per year (new).

Health and Welfare: Life Insurance - \$35,000 (\$25,000) basic coverage. In addition, 4 options of \$25,000 each may be purchased by employee (previously, any optional amount).

Extended Health Care - Hearing aids are added up to a lifetime maximum of \$300 per individual on the written prescription of a medical doctor (new).

Psychological Services Plan (new) - Employer pays 75% of premium costs to a maximum of \$500 per year.

Dental Plan - Payments are based on the 1982 (1981) Ontario Dental Association fee schedule.

NOTE: Agreement is subject to amendment as a result of pending provincial legislation (Bill 179).

Wentworth County Board of Education - Ontario Secondary School Teachers'

Federation (Ind.): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, covering 420 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/82</u>
	General Increase	9%
	Teacher-Category I 0-11 years	\$19,070-\$31,864 (\$17,495-\$29,233)
	Teacher-Category IV 0-11 years	(\$22,874-\$40,708) (\$20,985-\$37,347)
	Vice-Principal 0-2 years	\$44,979-\$47,725 (\$41,325-\$44,071)
	Principal 0-3 years	\$48,411-\$53,903 (\$44,757-\$50,249)

Responsibility Allowances: Director or Major Department Head - \$2,900 (\$2,700)  
Minor Head - \$1,696 (\$1,566)  
Assistant Department Head - \$1,465 (\$1,350)

Maternity Leave: Employer contributions to health and welfare benefits continue for employee on an extended leave without pay of up to 1 year's duration (new).

Health and Welfare: For all benefits, employer pays 100% of the premium costs in effect at September 1, 1982 (September 1, 1981).

Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

NOTE: Agreement is subject to amendment as a result of pending provincial legislation (Bill 179).

Windsor City Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.)

(750 employees): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, settled at the post mediation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/82</u>
	COLA Fold-in	\$4,472 on annual rates
	Increase	7.1% average; ranges from 0%-8%
	Teacher-Level 1 0-4 years	\$18,043-\$22,589 (\$13,571-\$17,893)

Sept. 1/82

Teacher-Level 4 0-9 years	\$21,981-\$33,167 (\$17,391-\$26,238)
Teacher-Level 7 0-9 years	\$24,934-\$39,821 (\$20,462-\$32,399)
Vice-Principal 0-4 years	\$40,692-\$43,203 (\$33,206-\$35,531)
Consultant 0-2 years	\$41,707-\$43,203 (\$34,146-\$35,531)
Co-ordinator 0-2 years	\$43,203-\$45,074 (\$35,531-\$37,263)
Principal 0-7 years	\$43,203-\$50,535 (\$35,531-\$42,320)

Cost of Living  
Provision:

Deleted. (The \$4,472 allowance folded into the grid represents an amount equal to 4 times the COLA accumulated over the life of the previous agreement and paid during the last quarter.)

Health and  
Welfare:

Life Insurance - Employer pays 100% of premium costs. \$80,000 (\$60,000) coverage.

Optional Life Insurance - Employee pays 100% of premium costs. Maximum of \$100,000 (\$75,000) coverage.

Vision Care (new) - Employer pays 100% of premium costs. Maximum claim for eyeglasses is \$80 every two years.

Dental Plan - Orthodontic coverage added at 50% co-insurance to a lifetime maximum of \$750. Employer pays 50% of premium costs. Coverage for prosthetic services added at 50% co-insurance. Employee pays 100% of premium costs.

Paternity Leave:

Subject to operational requirements, a father-to-be with 12 months' service may apply for unpaid leave up to a maximum of 2 years, commencing up to 4 weeks prior to delivery. Seniority is retained and accumulated and benefits continue entirely at employee's expense.

NOTE: Agreement is subject to amendment as a result of pending provincial legislation (Bill 179).

McMaster University at Hamilton - Local 6, Canadian Union of Educational Workers (Ind.) (1,200 employees): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:

Effective	<u>Sept. 1/82</u>
Increase	9% approximately
Teaching Assistant (undergraduate)	\$5.84 (\$5.34)

Sept. 1/82

Teaching Assistantship (Degree, non-graduate or part-time graduate)	\$7.79 (\$7.15)
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Teaching Assistantship or Research Assistantship in lieu thereof (Graduate or qualifying year)	\$19.06 (\$17.49)
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Hours of Work: An average of 10 hours per week over a full academic session for a maximum of 260 hours (unchanged).

Paid Vacation: Salaries shown include 4% vacation pay. Employees are entitled to 2 weeks vacation which may be taken during the Christmas break, mid-session break or subsequent to the academic session (unchanged).

NOTE: Agreement is subject to amendment as a result of pending provincial legislation (Bill 179).

#### FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (office equipment group): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from November 9, 1982 to November 8, 1984, covering 274 Ontario employees.

Wages:	Effective	<u>Nov. 9/82</u>	<u>Nov. 9/83</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	Duplicating Equipment Operator Sub-Group		
	OE-DE0-1	\$12,062-\$14,752 (\$11,379-\$13,917)	\$12,665-\$15,490
	OE-DE0-3	\$16,676-\$18,813 (\$15,732-\$17,748)	\$17,510-\$19,754
	Microphotography Equipment Operator Sub-Group		
	OE-ME0-5	\$21,302-\$24,068 (\$20,096-\$22,706)	\$22,367-\$25,271

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (ships' crews, 2,145 supervisory and non-supervisory employees): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, two agreements effective from January 19, 1981 to



April 30, 1983, are amended and extended from November 1, 1982 to October 31, 1984.

Wages:	Effective	<u>Dec. 1/82</u>	<u>Dec. 1/83</u>
	General Increases (PSCRA)	6%	5%
	<u>Monthly Rates</u>		
	<u>East Coast</u>		
	Deck Employee	\$1,519-\$1,802 (\$1,433-\$1,700)	\$1,595-\$1,892
	Specialist Trade	\$1,523-\$2,073 (\$1,437-\$1,956)	\$1,599-\$2,177
	<u>West Coast</u>		
	Deck Employee	\$1,680-\$2,020 (\$1,585-\$1,906)	\$1,764-\$2,121
	Specialist Trade	\$1,659-\$2,330 (\$1,565-\$2,198)	\$1,742-\$2,447

For details of previous agreement, see page 418 of the June 1981 Report.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

#### ADDENDUM

#### June 1982 Settlement

#### CONSTRUCTION

The Utility Contractors Association of Ontario - Ontario Provincial District Council, Labourers (AFL-CIO): A 22-month renewal agreement effective from June 21, 1982 to April 30, 1984, covering 1,100 employees, settled with mediation assistance during a work stoppage and ratified in June, 1982. Duration of negotiations - 3 months.

	Effective	<u>June 21/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
	Package Increases:			
	Toronto, Oshawa	\$1.20	\$1.00	\$1.20
	Hamilton, Chatham, Windsor, London and Kitchener			
	Balance of Province	\$1.10	\$0.90	\$1.05
Wages:	Increases	80¢-\$1.10	60¢-92¢	81¢-\$1.11

	<u>June 21/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
<u>Labourer, unskilled</u>			
Region 5 - Oshawa, (Muskoka District)	\$9.37 (\$8.57)	\$10.10	\$10.96
Region 5 - Ottawa	\$10.05 (\$9.03)	\$10.87	\$11.79
Region 2 - London	\$10.81 (\$9.69)	\$11.73	\$12.84
Region 3 - Hamilton	\$11.25 (\$10.43)	\$12.09	\$12.90
Region 6 - Toronto	\$12.10 (\$11.00)	\$12.70	\$13.80
Region 1 - Windsor	\$12.17 (\$11.12)	\$13.00	\$14.10

Paid Holidays:	Heritage Day, if declared, is added for a total of 10 days.
Holiday Pay and Vacation Pay:	8% (9%) at Chatham and Sarnia and 10% (9%) at Oshawa.
Welfare Fund:	Employer contributes 40¢ (35¢) per hour worked at Windsor, \$1.10 (90¢) at Hamilton, 81¢ (73¢) at Oshawa, 45¢ (40¢) at Thunder Bay and 29¢ (30¢) at Ottawa. Effective November 1, 1982, 80¢ (70¢) per hour worked at Toronto. Effective May 1, 1983, 50¢ (40¢) per hour worked at Sarnia, \$1.30 at Hamilton and 95¢ (85¢) at Sault Ste Marie.
Pension Fund:	Effective November 1, 1982, employer contributes 50¢ (40¢) per hour worked at Kingston and Windsor, 60¢ (50¢) at Oshawa, 30¢ (20¢) at Sault Ste. Marie and 40¢ (20¢) at Toronto. Effective May 1, 1983, 45¢ (35¢) per hour worked at Sarnia, 60¢ (50¢) at Hamilton, 70¢ at Oshawa, 40¢ at Sault Ste. Marie and 50¢ (40¢) at Cambridge.
Rehabilitation Fund (Toronto only):	Effective November 1, 1982, employer contributes 5¢ (3¢) per hour worked.
Board Allowance:	\$25 (\$16) per day within a 120 kilometer radius and \$30 (\$25) per day beyond the 120 kilometer radius. Effective May 1, 1983, \$35 per day beyond the 120 kilometer radius.
Mileage Allowance:	22¢ (18¢) per kilometer.

#### August 1982 Settlement

#### EDUCATION AND RELATED SERVICES

Metropolitan Toronto Library Board - Locals 1003, 1582 and 1806, Canadian Union of Public Employees (CLC) (librarians, library assistants, office

and clerical employees and maintenance workers): Three\* 12-month renewal agreements effective from January 1, 1982 to December 31, 1982, covering 366 employees, settled at the bargaining stage and ratified in August, 1982. Duration of negotiations - 3 months.

- \* Previously, 4 agreements. Part-time and full-time agreements for Local 1582 have been combined.

Wages:	Effective	<u>Jan. 1/82</u>
	General Increase	12.5%
	<u>Annual Rates</u>	
	<u>Local 1582, Office</u>	
	Code A (Mail Clerk)	\$13,183-\$14,960 (\$11,718-\$13,298)
	Code E (Library Assistant)	\$19,603-\$22,231 (\$17,425-\$19,761)
	Computer Operations Technician	\$21,963-\$25,760 (\$19,523-\$22,898)

Probationary period is 6 months. Maximum rates are reached on merit.

Sunday Premium  
(Part-time): 56¢ (50¢) per hour.

Paid Holidays  
(Part-time): Civic Holiday is added for a total of 10 days.

Health and  
Welfare (Full-  
time): Life Insurance (new) - Effective September 1, 1982, \$2,000 coverage for employee with 6 months' service. Employer pays 100% of premium costs.

Comprehensive Medical Protection Plan - Effective September 1, 1982, optical benefit increases to \$75 (\$50) every 2 years.

Wages:	Effective	<u>Jan. 1/82</u>
	<u>Local 1806, Librarians</u>	
	L1	\$21,963-\$25,760 (\$19,523-\$22,898)
	L3	\$26,240-\$30,036 (\$23,324-\$26,699)

Probationary period is 6 months. Maximum rates are reached on merit.

Part-time employees are now included in the bargaining unit. Provisions for overtime pay, work on Paid Holidays and Paid Leave for Bereavement, Jury Duty, Court Witness and Citizenship Court are similar to those for full-time employees.

Sunday Premium (Part-time):	50¢ per hour.
Paid Holidays (Part-time):	New Year's Day, Good Friday, Easter Monday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day are recognized for a total of 9 days.
Vacation Pay (Part-time):	6% after 1 year's service, 8% after 5 years.
Sick Pay (Part-time):	An employee who has completed 25% of scheduled hours and who, because of illness has been permitted by her supervisor to leave work, receives pay for the remainder of the time she was scheduled to be at work on that day. At the employer's discretion, medical or dental appointments may also fall under this provision.
Health and Welfare (Full- time):	<u>Life Insurance (new)</u> - Effective September 1, 1982, \$2,000 coverage for employee with 6 months' service. Employer pays 100% of the premium costs.  <u>Comprehensive Medical Protection Plan</u> - Effective August 1, 1982, optical benefit increases to \$75 (\$50) every 2 years for full-time and temporary employees with 4 months' service.
Wages:	Effective <u>Jan. 1/82</u>  <u>Local 1003, Maintenance</u>  Caretaker \$19,805 (\$17,604)  Carpenter - \$23,525 Maintenance (\$20,911)
Shift Premium:	0-37¢-37¢ (0-33¢-33¢).
Paid Vacation:	Effective September 12, 1982, employee with less than 1 year's service accumulates 1 day per month vacation entitlement. (Previously, 1 week after 6 months' service and 2 weeks after 11 months.)
Health and Welfare:	<u>Comprehensive Medical Protection Plan</u> - Effective August 1, 1982, optical benefit increases to \$75 (\$50) every 2 years.

#### September 1982 Settlements

#### TRANSPORTATION

Air Canada, system-wide - Canadian Air Line Employees Association (CLC) (3,000 sales department employees): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement effective from September 29, 1980 to September 25, 1983, is amended and extended from September 27, 1982 to September 26, 1984, as revised in September, 1982.

Wages:	Effective	<u>Sept. 27/82</u>	<u>Sept. 27/83</u>
	General Increases (PSCRA)	6%	5%

Weekly Rates

Passenger Agent and Communications Agent (0-54 months)	\$283.02-\$502.09 (\$267.00-\$473.67)	\$297.17-\$527.19
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For details of previous agreement, see page 817 of the December 1980 Report.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Air Canada, system-wide - Canadian Air Line Flight Attendants (CLC) (2,845 employees): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from September 1, 1982 to August 31, 1984 and revised in September, 1982.

Wages:	Effective	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
	General Increases (PSCRA)	6%	5%

Hourly Rates

Flight Attendant (Jet-2nd 6 months)	\$21.14 (\$19.94)	\$22.20
Assistant Purser (3rd year)	\$31.55 (\$29.76)	\$33.13
Purser, DC-8L (3rd year)	\$35.25 (\$33.25)	\$37.01
Flight Service Director (B-747)	\$40.34 (\$38.06)	\$42.36

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

EDUCATION AND RELATED SERVICES

Provincial Schools Authority, province-wide - Federation of Provincial Schools Authority Teachers (Ind.) (590 employees): A 12-month renewal agreement effective from September 1, 1982 to August 31, 1983, settled at the bargaining stage and ratified in September 1982. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/82</u>
	Average Increase	11%



Sept. 1/82

Teacher-Category E1 0-5 years	\$14,355-\$19,910 (\$12,925-\$17,925)
Teacher-Category E4 0-9 years	\$19,045-\$32,030 (\$17,150-\$28,840)
Teacher-Category E7 0-10 years	\$23,765-\$39,995 (\$21,400-\$36,020)

Responsibility Allowances: Principal - Basic allowance of \$4,500 plus \$200 per professional staff more than 5 (unchanged), to a maximum of \$6,100 (\$5,800).

Vice-Principal -  
Less than 15 teachers - \$3,350 (\$4,100)  
15 or more teachers - \$3,750 (\$3,500).

Classroom Teacher - \$1,600 (\$1,565).

## CONSTRUCTION

Electrical Power Systems Construction Association, province-wide - Plumbers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1982 to April 30, 1984, covering 1,600 employees, settled at the post conciliation bargaining stage and ratified in September 1982. Duration of negotiations - 3 months.

	<u>Effective</u>	<u>July 16/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
	Package Increases	\$2.50	50¢	\$1.00
Wages:	Increases	\$1.79-\$2.06	43¢-46¢	54¢-78¢
	<u>Journeyman</u>			
	<u>Darlington and Wesleyville Projects</u>	\$16.37 (\$14.58)	\$16.83	\$17.37
	Welfare Fund	76¢(61¢)	76¢	76¢
	Pension Fund	\$1.00 (62¢)	\$1.00	\$1.40
	SUB Fund	15¢ (unchanged)	15¢	15¢
	<u>Bruce Project</u>	\$16.37 (\$14.45)	\$16.80	\$17.56
	Welfare Fund	45¢ (unchanged)	45¢	55¢
	Pension Fund	\$1.31 (\$1.00)	\$1.34	\$1.40
	SUB Fund	20¢ (15¢)	20¢	20¢

	<u>July 16/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
<u>Thunder Bay and Atikokan Projects</u>	\$16.48 (\$14.43)	\$16.94	\$17.57
Welfare Fund	56¢ (42¢)	56¢	71¢
Pension Fund	\$1.00 (90¢)	\$1.00	\$1.15
<u>Lakeview and Pickering Projects</u>	\$17.32 (\$15.26)	\$17.77	\$18.55
Welfare Fund	45¢ (37¢)	45¢	45¢
Pension Fund	\$1.35 (\$1.20)	\$1.35	\$1.50
SUB Fund	10¢ (unchanged)	10¢	10¢
Effective	<u>July 16/82</u>	<u>Nov. 1/82</u>	<u>Dec. 16/82</u>
Package Increases	\$2.50	50¢	\$1.00
Increases	\$2.19-\$2.41	45¢	-18¢*
<u>Nanticoke Project</u>	\$17.63 (\$15.36)	\$18.08	\$17.90
Welfare Fund	79¢ (unchanged)	79¢	95¢
Pension Fund	75¢ (unchanged)	75¢	75¢
SUB Fund	10¢ (unchanged)	10¢	15¢
			20¢

\*Rate decreased, welfare and SUB increased.

The following benefits apply to each project:

Overtime Pay:	Employee returning to work without an 8-hour break receives the premium rate for all work performed. Minimum 1 hour's work provided for overtime work required as an extension of the normal daily hours (new).
Travel Allowance:	\$13 (\$11) per day.
Board Allowance:	\$29 (\$26) per day in the Southern region and \$34 (\$26) per day in the Northern region.
Meal Allowance:	Employer provides a meal and a 30-minute paid break after 2 hours' unscheduled overtime (unchanged) and for each additional 4 hours worked beyond that (new).
Transportation Allowance:	Employer pays \$20 (\$16) to tradesman living between 97 and 161 radius kilometers from the project for their initial trip and return trip on termination of employment. Employee living beyond 161 radius kilometers receives 19¢ (15¢) plus travel time based on 1 hour's pay for each 80 radius kilometers to a maximum of 8 hours' pay.

Employer pays the equivalent cost of public transportation for the initial trip, when transferring employees to another project, as well as travelling time at straight-time rates up to a maximum of 8 hours' pay based on 1 hour's pay per 80 radius kilometers of travel. Wages to be based on the employee's rate at the location to which he/she is being transferred.

Clothing \$400 (\$250) maximum coverage.  
Insurance:

#### October 1982 Settlements

##### METAL FABRICATING

Royal Canadian Mint at Ottawa, Ontario, Hull, Quebec and Winnipeg, Manitoba - Public Service Alliance (CLC) (530 production and office employees): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from October 1, 1982 to September 30, 1984, and revised in October 1982.

Wages:	Effective	Oct. 1/82	Oct. 1/83
	General Increases (PSCRA)	6%	5%
	Messenger	\$7.95 (\$7.50)	\$8.35
	Electrician	\$13.19 (\$12.44)	\$13.85
	<u>Annual Rates</u>		
	Order Process Clerk	\$14,568-\$15,896 (\$13,743-\$14,996)	\$15,296-\$16,691
	Draftsman	\$22,769-\$25,309 (\$21,480-\$23,876)	\$23,907-\$26,574

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

##### COMMUNICATION

Canada Post Corporation - Canadian Postmaster and Assistants Association (Ind.) (9,900 full-time and part-time revenue postal operations group employees): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement effective from February 19, 1982 to December 31, 1984, is amended and extended from September 30, 1982 to October 1, 1984 and revised in October, 1982.

Wages:	Effective	Oct. 1/82	Oct. 1/83
	General Increases (PSCRA)	6%	5%

	<u>Oct. 1/82</u>	<u>Oct. 1/83</u>
<u>Sub-Group B</u>		
Post Offices Groups 1 to 6		
Full-time Assistant	\$20,132-\$20,972 (\$18,992-\$19,785)*	\$21,139-\$22,021
Postmaster	\$20,021-\$26,171 (\$18,888-\$24,690)*	\$21,022-\$27,480

Effective	<u>Jan. 3/83</u>	<u>Jan. 3/84</u>
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Sub-Group A

General Increases (PSCRA)	6%	5%
Post Offices Groups 1 to 6		
Postmaster Level 1	\$6.64 (\$6.26)	\$6.97
Postmaster Level 6	\$8.72 (\$8.23)	\$9.16

\*In Sub-Group B, previous rates include 16¢ per hour COLA fold-in.

Cost of Living Provision: Sub-Group B - Inoperative.

Paid Vacation: Effective April 1, 1983, 6 weeks (new) after 30 years' service. Effective April 1, 1984, 7 weeks (new) after 35 years. Also, 3 weeks after 1 year, 4 weeks after 8 years and 5 weeks after 20 years (unchanged).

For details of previous agreement, see page 65 of the February 1982 Report.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Canada Post Corporaion - Canadian Union of Postal Workers (CLC) (23,500 inside post office employees): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement effective from August 11, 1981 to December 31, 1982, is amended and extended from October 1, 1982 to September 30, 1984 and revised in October, 1982.

Wages:	Effective	<u>Oct. 1/82</u>	<u>Oct. 1/83</u>
	General Increases (PSCRA)	6%	5%

	<u>Oct. 1/82</u>	<u>Oct. 1/83</u>
Mail Handler	\$11.78-\$11.93 (\$11.11-\$11.25)	\$12.37-\$12.53
Postal Clerk and Supervisory Mail Handler	\$11.90-\$12.08 (\$11.23-\$11.40)	\$12.50-\$12.68
Mail Dispatcher	\$12.09-\$12.19 (\$11.41-\$11.50)	\$12.69-\$12.80

Previous rates include 67¢ COLA fold-in.

Cost of Living Provision: Inoperative.

For details of previous agreement, see page 533 of the August 1981 Report.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Canada Post Corporation - Letter Carriers (CLC) (21,000 postal operations group, non-supervisory, external mail collection and delivery services):  
Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement effective from February 8, 1982 to December 31, 1983, is amended and extended from October 1, 1982 to September 30, 1984 and revised in October, 1982.

Wages:	<u>Effective</u>	<u>Oct. 1/82</u>	<u>Oct. 3/83</u>
	General Increases (PSCRA)	6%	5%
	Letter Carrier 0-2 years	\$11.84-\$12.01 (\$11.17-\$11.33)	\$12.43-\$12.61
	Mail Service Courier Relief 0-1 year	\$12.34-\$12.43 (\$11.64-\$11.73)	\$12.96-\$13.05
	Mail Service Courier Heavy Vehicle 0-1 year	\$12.70-\$12.79 (\$11.98-\$12.07)	\$13.34-\$13.43

Previous rates include 16¢ COLA fold-in.

Cost of Living Provision: Inoperative.

For details of previous agreement, see page 64 of the February 1982 Report.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).



# RETAIL TRADE

Dominion Stores Limited and Thrift Stores at Windsor and Amherstburg - Locals 14045 and 14974, United Steelworkers (AFL-CIO/CLC) (500 full-time and part-time employees): A 24-month renewal agreement effective from July 31, 1982 to July 31, 1984, settled at the post conciliation bargaining stage and ratified in October, 1982. Duration of negotiations - 7 months.

Wages:	Effective	<u>July 31/82</u>	<u>July 31/83</u>
	General Increases*		
	Full-time Employees	\$1.05 per hour	\$1.05 per hour
	Part-time Employees	75¢ per hour	75¢ per hour

## Maximum Hourly Rates

### Full-time Employees

Clerk "A" - hired prior to October 15, 1978 (30 months)	\$10.95 (\$9.90)	\$12.00
Clerk "B" - hired prior to October 15, 1978 (30 months)	\$11.66 (\$10.61)	\$12.71
Meat Cutter (12 months)	\$12.25 (\$11.20)	\$13.30

### Part-time Employees

Student	\$8.60 (\$7.85)	\$9.35
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\* Increases will be prorated from 50% at the start to 100% at the top of each classification.

Economic Adjustment (Full-time):	Four quarterly payments of \$91 each (unchanged) in each year of the agreement.
Hours of Work:	37 per week (unchanged).
Night Shift Premium:	70¢ (65¢) per hour.
Night Shift Leader Premium:	65¢ (60¢) per hour worked for an employee in charge of a night shift.
Evening Opening Bonus (Full-time):	\$2 (\$1.75) per week to 8:00 p.m.; \$2.25 (\$2) to 8:30 p.m.; \$2.50 (\$2.25) to 9:00 p.m. and \$3.25 (unchanged) to 10:00 p.m.
Paid Holidays:	10 days plus Remembrance Day if generally observed by the area retail trade (unchanged).
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 9 years, 5 weeks after 16 years and 6 weeks after 25 years (unchanged).

Health and Welfare: Life Insurance for Retirees - Effective January 1, 1984, \$4,000 (\$3,500) coverage.

Chronic Care (Full-time) - Effective January 1, 1983, maximum daily benefits increase to \$13 (\$10) per day.

Optical Plan (Full-time) - Effective January 1, 1983, maximum claim for eyeglasses \$80 (\$60) every 2 years.

Part-time Employees: Provisions for Bereavement Leave and Health and Welfare maintained at full-time levels for those full-time employees on layoff with recall rights who actually work 37 hours per week (new.)

#### FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (secretarial, stenographic and typing group) (11,700 employees): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from January 5, 1983 to January 4, 1985 and revised in October 1982.

Wages:	Effective	Jan. 5/83	Jan. 5/84
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	ST-TYP-1	\$12,034-\$13,735 (\$11,353-\$12,958)	\$12,636-\$14,422
	ST-OCE-3	\$18,426-\$20,146 (\$17,383-\$19,006)	\$19,347-\$21,153
	ST-SCY-4	\$23,115-\$25,298 (\$21,807-\$23,866)	\$24,271-\$26,563

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

#### CONSTRUCTION

Electrical Power Systems Construction Association, province-wide - Structural Iron Workers (AFL-CIO): A 24-month renewal agreement effective from May 1, 1982 to April 30, 1984, covering 778 employees, settled at the bargaining stage and ratified in October 1982. Duration of negotiations - 3 months.

Wages:	Effective	May 26/82	May 1/83
	Package Increases	\$2.00	\$2.00
	Increases	\$1.41-\$2.63	\$1.50-\$1.73

	<u>May 26/82</u>	<u>May 1/83</u>
<u>Journeyman Ironworker</u>		
<u>Darlington, Lakeview, Pickering and Wesleyville Projects</u>	\$15.63 (\$14.17)	\$17.13
Welfare Fund	\$1.10 (95¢)	\$1.20
Pension Fund	\$1.50 (\$1.25)	\$1.75
<u>J. Clark Keith Project</u>	\$15.85 (\$13.22)	\$17.58
Welfare Fund	\$1.10 (95¢)	\$1.20
Pension Fund	\$1.25 (\$1.10)	\$1.25
Savings Fund	Discontinued (\$1.20)	
<u>Atikokan and Thunder Bay Projects</u>	\$16.01 (\$14.60)	\$17.74
Welfare Fund	\$1.10 (95¢)	\$1.20
Pension Fund	50¢ (20¢)	50¢
<u>Bruce and Nanticoke Projects</u>	\$16.08 (\$14.40)	\$17.81
Welfare Fund	\$1.10 (95¢)	\$1.20
Pension Fund	\$1.00 (unchanged)	\$1.00

Association Fund (new): Effective January 1, 1983, employer contributes 1¢ per hour worked, for all projects.

Negotiations in Progress during November 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg Stag
Abitibi-Price Inc. (Lakehead Woodlands, White River and Iroquois Falls Divs.) Thunder Bay, White River and Iroquois Falls	Carpenters (AFL-CIO) (lumber and sawmill workers) (woods empls.)	1,400	C
Allied Chemical Canada, Amherstburg	Auto Workers (AFL-CIO/CLC)	530	W
American Can Canada Inc., Brampton	Printing and Graphic Union (AFL-CIO/CLC)	230	C
American Can Canada Inc., Marathon	Carpenters (AFL-CIO)	240	B
Brampton City Corp.	CUPE (CLC)	200	C
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	417	B
Brewers Warehousing Co. Ltd. and several brewing companies, Intercity	Cdn. Brewery Workers (CLC)	3,565	B
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	220	M
C.E. Canada Combustion Engineering-Superheater Ltd., Cornwall	Boilermakers (AFL-CIO/CLC)	205	C
Cambridge Towel Corp. and Elco Kitchen Products, Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	220	B
Canadian A.S.E. Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	250	B
Canadian Coleman Co. Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	250	B
Canadian General Electric, Barrie, Burlington, Caledonia, Guelph, Peterborough, Toronto and Trenton	Electrical Workers (UE) (CLC) (plant empls.)	5,900	B
Canadian Red Cross Society (Blood Transfusion Service), Hamilton, London, Ottawa and Toronto	Employees' Assn. (Ind.)	225	B
Carleton Board of Education	Fed. of Women Teachers' Assns of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,210	B

\* See page 708 for definition of codes

Negotiations in Progress during November 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,100	MED
Chatham Public General Hospital Society	Service Employees Intl. (AFL-CIO/CLC)	210	B
Chrysler Canada, Ajax, Etobicoke and Windsor	Auto Workers (AFL-CIO/CLC) (engineers, office and technical empls.)	500	WS
Chrysler Canada, Ajax, Etobicoke and Windsor	Auto Workers (AFL-CIO/CLC) (hourly-rated production empls.)	8,800	WS
Computing Devices Co., Div. of Control Data Ltd, Ottawa and Stittsville	Employees' Assn. (Ind.)	450	B
Consumers' Gas, Metropolitan Toronto and other centres	National Union of Independent Gas Workers (Ind.)	680	WS
Corby Distilleries, Corbyville	Distillery Workers (AFL-CIO/CLC)	210	B
Crane Canada Ltd., Brantford	United Steelworkers (AFL-CIO/CLC)	258	MED
Dominion Stores Ltd., Sudbury	Retail Wholesale Employees (AFL-CIO/CLC) (full-time and part-time empls.)	385	CO
Domtar Packaging Ltd., Corrugated Containers Div., Intercity	Cdn. Paperworkers (CLC)	734	MED/WS
Dorr-Oliver Canada Ltd., Orillia	United Steelworkers (AFL-CIO/CLC)	352	B
Dow Chemical of Canada Ltd., Sarnia	Energy and Chemical Workers (CLC)	820	B
Dufferin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	230	F
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,025	MED
E.B. Eddy Forest Products Ltd., (Woods Operations), Espanola	Carpenters (AFL-CIO)	235	CO
Essex County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	555	B



Negotiations in Progress during November 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons, maintenance and other empls.)	500	B
Falconbridge Nickel Mines, Falconbridge	Mine, Mill and Smelter Workers (Ind.) (mine empls.)	2,380	PMB
F.W. Fearman Co. Ltd., Burlington	Food and Commercial Workers (AFL-CIO/CLC)	575	B
Federal Pioneer Ltd., Bramalea	Electrical Workers (IUE) (AFL-CIO/CLC)	272	B
Firestone Canada Inc., Hamilton	Rubber Workers (AFL-CIO/CLC)	1,460	B
Gabriel of Canada, Etobicoke	Machinists (AFL-CIO/CLC) (production empls.)	500	B
Globe and Mail, Toronto	Newspaper Guild (AFL-CIO/CLC)	406	MED
Goodyear Canada Inc., Collingwood	Rubber Workers (AFL-CIO/CLC)	276	B
Great Lakes Forest Products Ltd., Dryden Woodlands Operations, Dryden	Carpenters (AFL-CIO)	200	CO
Great Lakes Forest Products Ltd., Thunder Bay	Carpenters (AFL-CIO) (lumber and sawmill workers)	1,400	CO
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	317	F
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,320	B
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	B
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,300	MED
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,100	B
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	655	B
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	615	B

Negotiations in Progress during November 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
Leintzman Ltd., Whitby	Upholsterers (AFL-CIO/CLC) (plant empls.)	515	B
Ilroy Ltd., Toronto	Cdn. Paperworkers (CLC)	230	B
Way Market Ltd., Wellington and Waterloo	Food and Commercial Workers (AFL-CIO/CLC)	260	C0
Holiday Inn and other hotels, Ottawa	Hotel Employees (AFL-CIO/CLC)	1,060	B
TE Industries Ltd., Power Equipment Div., Mississauga	Cdn. Operating Engineers (CCU)	300	C0
International Harvester Co. of Canada Ltd., Chatham	Auto Workers (AFL-CIO/CLC)	1,300	B
elsey-Hayes Canada, Windsor	Auto Workers (AFL-CIO/CLC) (hourly-rated empls.)	700	B
ent County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
imberly-Clark of Canada, Longlac	Carpenters (AFL-CIO) (lumber and sawmill workers) (woods empls.)	930	C0
ngston Spinners Ltd., Kingston	Clothing and Textile Workers (AFL-CIO/CLC)	260	C0
ancia-Bravo Foods, Toronto	Food and Commercial Workers (AFL-CIO/CLC)	218	B
ear Siegler Industries, General Seating Div., Kitchener	Auto Workers (AFL-CIO/CLC) (production empls.)	670	B
evesque Plywood Ltd., Hearst	Carpenters (AFL-CIO/CLC)	220	MED
vi Strauss of Canada Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	240	B
ly Cups Ltd., Toronto	Printing and Graphic Union (AFL-CIO/CLC)	550	C0
ncoln County Board of Education	CUPE (CLC) (full-time and part-time maintenance empls.)	352	B

Negotiations in Progress during November 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg. Sta.
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	203	E
London City Corp.	CUPE (CLC)	311	E
MacMillan Bloedel Industries Ltd., Guelph, London, Toronto, Ont. and Montreal, Que.	Cdn. Paperworkers (CLC) and Energy and Chemical Workers (CLC)	505	MED
Maple Lodge Farms Ltd., Norval	Food and Commercial Workers (AFL-CIO/CLC)	350	E
McMaster University (Grounds and Buildings), Hamilton	Service Employees Intl. (AFL-CIO/CLC)	300	E
Metropolitan Toronto, North York City, East York, Etobicoke, Scarborough and York Borough Boards of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	6,683	M
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (office empls.)	1,315	E
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (police officers)	5,305	E
Metropolitan Toronto Children's Aid Society	CUPE (CLC) (social workers, clerical services, general services, child care workers and others)	550	E
Metropolitan Toronto Municipality and Toronto City Corp.	CUPE (CLC) (inside and outside empls.)	9,965	E
Metropolitan Toronto House Wreckers Assn.	Labourers (AFL-CIO)	200	C
Metropolitan Toronto Separate School Board	CUPE (CLC) (maintenance, services and plant empls.)	750	M
Metropolitan Toronto Separate School Board	CUPE (CLC) (office, clerical and technical empls.)	525	E
Muskoka Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	248	E
Nabisco Foods (Div. of Christie, Brown and Co. Ltd.), Niagara Falls	Firemen and Oilers (AFL-CIO/CLC)	268	E

Negotiations in Progress during November 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
William Neilson Ltd., Georgetown and Toronto	Food and Commercial Workers (AFL-CIO/CLC)	565	B
Dewman Steel Ltd., Oakville, St. Catharines, Stoney Creek and Sudbury	United Steelworkers (AFL-CIO/CLC)	250	B
Niagara Falls City Corp.	CUPE (CLC)	341	B
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.) (policemen)	580	B
Norfolk County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	291	F
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	222	B
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	745	B
North York City Board of Education	CUPE (CLC) (office, clerical, technical empls. and teacher aides)	675	B
North York City Corp.	CUPE (CLC) (outside and inside empls. and dental hygienists)	1,280	B
Northumberland and Newcastle Board of Education	CUPE (CLC)	200	B
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	Ontario Public Service Employees (OPSEU) (NUPGE) (CLC) (academic staff, librarians and counsellors)	7,000	B
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (support staff empls.)	4,290	B
Ontario Government, province-wide	Ontario Provincial Police (Ind.) (police officers)	3,850	B
Ontario Hydro	CUPE (CLC)	260	B
Ontario Master Insulators Assn.	Asbestos Workers (AFL-CIO/CLC)	650	MED/WS
Ontario Master Insulators Assn. (Maintenance Agreement)	Asbestos Workers (AFL-CIO/CLC)	350	CO
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,000	B

Negotiations in Progress during November 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg' Stag
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,600	B
Ottawa Civic Hospital and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	16,415	AR
Ottawa-Carleton Children's Aid Society	OPSEU (NUPGE) (CLC)	240	B
Pamour Porcupine Mines (Pamour, Ross and Schumacher Divs.), Pamour	United Steelworkers (AFL-CIO/CLC) (mine empls.)	1,000	B
Peel Board of Education	CUPE (CLC) (part-time custodial and maintenance empls.)	400	B
Philco Ford of Canada, Toronto	Machinists (AFL-CIO/CLC) (production empls.)	700	B
Prescott-Russell County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	307	ME
Prescott-Russell County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	350	ME
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	430	F
Renfrew County Corp. (Bonnechere Manor)	CUPE (CLC)	208	B
Ross Memorial Hospital, Lindsay	CUPE (CLC)	280	PC
Rowntree Mackintosh Canada, Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	850	B
Ryerson Polytechnical Institute Board of Governors, Toronto	Cdn. Educational Workers (Ind.) (part-time and sessional instructors)	233	B
St. Catharines City Corp.	CUPE (CLC)	210	B
St. Joseph's Hospital, London	Service Employees Intl. (AFL-CIO/CLC)	400	B
Sault Ste. Marie Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	410	ME



Negotiations in Progress during November 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Sault Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	365	PFB
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls.)	825	B
Sheller-Globe of Canada Ltd. (Kralinator Filters Div.), Cambridge	United Steelworkers (AFL-CIO/CLC)	280	B
Sklar Furniture Ltd. (Chair Div.), Toronto	Upholsterers (AFL-CIO/CLC)	230	CO
Sklar Furniture Ltd. (Peppler Div.), Hanover	Woodworkers (AFL-CIO/CLC)	277	CO
Snap-On Tools of Canada Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	269	CO
Spruce Falls Power and Paper Co., Kapuskasing	Carpenters (AFL-CIO) (lumber and sawmill workers, woods empls.)	700	B
Steinberg's Ltd., (Miracle Food Mart Div.), Toronto	Teamsters (Ind.)	200	PCB
Storwal International Inc., Pembroke	United Steelworkers (AFL-CIO/CLC)	272	CO
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	590	MED
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	860	PMB
Textile Rental Institute of Ontario, Toronto	Laundry Workers (CLC)	1,900	B(R)
Thrush Inc., Toronto	United Steelworkers (AFL-CIO/CLC)	225	CO
Timmins Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	215	B
Toronto Abattoirs Ltd., and Quality Meat Packers Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	400	B
Toronto City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	690	B

Negotiations in Progress during November 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg' Stag
Toronto City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,330	ME
Toronto City, North York City, East York, Etobicoke, Scarborough and York Borough Boards of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	8,039	PM
Toronto General Hospital and 131 other hospitals	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	24,200	AR
Trailmobile Canada, Brantford	Auto Workers (AFL-CIO/CLC)	200	PC
Tridon Ltd., Burlington	Employees' Assn. (Ind.) (plant empls.)	500	B
Tri-Town Nursing Homes Ltd., Haileybury and Kapuskasing; Sudbury Nursing Homes Ltd., Hearst and Timmins Nursing Homes Ltd., Haileybury	CUPE (CLC)	325	PC
Twenty-eight Ontario Hospitals	Cdn. Operating Engineers (CCU)	230	B
VS Services Ltd., (Food Management Services at Civic Centre), Ottawa	Hotel Employees (AFL-CIO/CLC)	200	B
Victoria Hospital Corp., London	Service Employees Intl. (AFL-CIO/CLC) (non-medical empls.)	950	B
Weldwood of Canada Ltd. (Longlac Div.), Longlac	Carpenters (AFL-CIO)	225	CO
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	620	PM
Weston Bakeries (Dupont St. Plant), Toronto	Teamsters (Ind.)	400	B
Harvey Woods Ltd. (Underwear and Hosiery Divs.), Woodstock and Kroy Unshrinkable Wools Ltd. Div. of Harvey Woods, Toronto	Clothing and Textile Workers (AFL- CIO/CLC)	550	B
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses and other empls.)	1,700	B

Negotiations in Progress during November 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
York Borough Board of Education	CUPE (CLC)	234	B
Z and W Foods Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	205	B
<u>More Than One Province</u>			
CIP Inc. Containers Div., Que. and Ont.	Cdn. Paperworkers (CLC), Energy and Chemical Workers (CLC) (production and office empls.)	745	WS
CP Air, system-wide**	Air Line Flight Attendants (CLC)	1,200	B
CP Air, system-wide**	Air Line Pilots (Ind.)	680	B
CP Air, system-wide**	Railway Clerks (AFL-CIO/CLC) (agents, dispatchers and other empls.)	1,520	B
Canadian Pacific Express (Cdn. Parcel Delivery Div.) system-wide**	Railway Clerks (AFL-CIO/CLC)	700	B
Motor Transport Industrial Relations Bureau (Eastern Canada Car Carrier Div.), Que. and Ont.**	Teamsters (Ind.) (drivers, maintenance and other empls.)	1,300	B
Motorways (1980), Ont., Man., Sask. and Alta.**	Teamsters (Ind.) (warehousemen, drivers and other empls.)	700	B
Steinberg Inc., Ottawa and other centres, Ont. and Hull and Gatineau, Que.,	Food and Commercial Workers (AFL-CIO/CLC)	980	B

\* Federal jurisdiction

Negotiations in Progress during November 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg Sta
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Definition of Codes for Negotiation Stages

B	- Direct Bargaining
DMO	- Direct Mediation Officer
CO	- Conciliation
CB	- Conciliation Board
MED	- Mediation
PCB	- Post Conciliation Bargaining
ARB	- Arbitration
WS	- Work Stoppage
B/WS	- Bargaining After a Work Stoppage
MED/WS	- Mediation During a Work Stoppage
F	- Fact Finder
PMB	- Post Mediation Bargaining
PFB	- Post Fact Finder Bargaining
(R)	- (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in December 1982

Employer and Location	Union	No. of Empls.
Brewer's Warehousing Co. Ltd., province-wide	Cdn. Brewery Workers (CLC)	1,400
Burlington Carpet Mills Canada Ltd., Brampton	Labourers (AFL-CIO)	450
Canadian A.S.E. Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	250
Canadian General Electric Co. Ltd., Barrie, Burlington, Caledonia, Guelph, Peterborough, Toronto and Trenton	Electrical Workers (UE) (CLC) (plant empls.)	5,900
Canadian Pacific Express, province-wide	Railway Clerks (AFL-CIO/CLC)	1,076
Canadian Red Cross Society (Blood Trans- fusion Service), Toronto, Hamilton, Ottawa and London	Employees' Assn. (Ind.)	225
Carling O'Keefe Breweries of Canada Ltd., Toronto	Cdn. Brewery Workers (CLC)	350
Donlands Dairy Co. (Guelph & Toronto Divs.), Guelph and Toronto	Teamsters (Ind.)	267
Dorr-Oliver Canada Ltd., Orillia	United Steelworkers (AFL-CIO/CLC)	352
Durham Regional Board of Commissioners of Police	Police Assn. (Ind.)	374
Durham Regional Municipality (Homes for the Aged)	CUPE (CLC)	440
Durham Regional Municipality (Works Dept.)	CUPE (CLC)	235
Eggleton Borough Board of Education	CUPE (CLC) (caretakers, matrons, maintenance and other empls.)	500
Eggleton Borough Corp.	CUPE (CLC) (outside empls.)	640
Eggleton Borough Corp.	Fire Fighters (AFL-CIO/CLC)	395
Federal Pioneer Ltd., Bramalea	Electrical Workers (IUE) (AFL-CIO/CLC)	272
John Forsyth Co. Ltd., Kitchener, Waterloo and Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	455



Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in December 1982 (Cont'd)

Employer and Location	Union	No. of Empls.
Frontenac County Board of Education	CUPE (CLC)	245
Glengarry Transport Ltd., Alexandria	Nat. Council of Canadian Labour (Ind.)	423
Government of Canada (Treasury Board) province-wide	Air Traffic Controllers (Ind.)	495
Government of Canada (Treasury Board) province-wide	Professional Institute (Ind.) (chemistry group)	345
Government of Canada (Treasury Board) province-wide	PIPS (Ind.) commerce group)	1,014
Government of Canada (Treasury Board) province-wide	Public Service Alliance (CLC) (auditing group)	1,235
Government of Canada (Treasury Board) province-wide	PSAC (CLC) (engineering and scientific support group)	2,960
Halton Regional Board of Commissioners of Police	Police Assn. (Ind.)	275
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	430
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	655
Hand Assn. of Sewer, Watermain and Road Contractors	Labourers (AFL-CIO)	500
Hendrie and Co. Ltd., province-wide	Railway, Transport and General Workers (CLC)	280
Hilroy Ltd., Toronto	Cdn. Paperworkers (CLC)	230
Kingston City Corp.	CUPE (CLC) (inside empls. and Rideaucrest Home for the Aged)	340
Labatt's Ontario Breweries Div. of Labatt Brewing Co. Ltd., (London Plant), London	CLC Directly Chartered	467
Labatt's Ontario Breweries, Div. of Labatt Brewing Co. Ltd., (Metro Toronto Brewery), Toronto	Cdn. Brewery Workers (CLC)	330
Lakehead Board of Education	CUPE (CLC)	235

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in December 1982 (Cont'd)

Employer and Location	Union	No. of Empls.
Dear Sieglar Industries, General Seating Div., Kitchener	Auto Workers (AFL-CIO/CLC) (production empls.)	670
Levi Strauss of Canada Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	240
Lincoln County Board of Education	CUPE (CLC) (full-time maintenance empls.)	200
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	203
London City Board of Commissioners of Police	Police Assn. (Ind.)	320
London City Corp.	CUPE (CLC) (inside empls.)	311
London City Corp.	CUPE (CLC) (outside empls. and foremen)	555
London City Corp. (Dr. John Dearness Home for Elder Citizens)	Service Employees Intl. (AFL-CIO/CLC)	216
London City Public Utilities Commission	CUPE (CLC)	350
MacMillan Bloedel Industries Ltd., Pembroke	Woodworkers (AFL-CIO/CLC)	230
Maple Leaf Village Investment Inc., Niagara Falls	Hotel Employees (AFL-CIO/CLC)	450
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (police officers)	5,305
Metropolitan Toronto Board of Commissioners of Police (Unit A)	Police Assn. (Ind.)	650
Metropolitan Toronto Board of Commissioners of Police (Unit C)	Police Assn. (Ind.)	535
Metropolitan Toronto Municipality	CUPE (CLC) (inside empls.)	4,000
Metropolitan Toronto Municipality	CUPE (CLC) (outside empls.)	2,200
Metropolitan Toronto Separate School Board	CUPE (CLC) (office, clerical and technical empls.)	525

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in December 1982 (Cont'd)

Employer and Location	Union	No. of Empls.
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	343
Molson's Brewery (Ontario) Ltd., Barrie	Cdn. Brewery Workers (CLC)	335
Molson's Brewery (Ontario) Ltd., Toronto	Cdn. Brewery Workers (CLC)	502
Municipal Tank Lines Ltd., province-wide	Teamsters (Ind.)	208
Niagara Falls City Corp.	CUPE (CLC)	341
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.) (policemen)	580
Niagara Regional Municipality, (Roads Div., Water Treatment and Pollution Control Div.)	CUPE (CLC) (office and clerical empls.)	455
Niagara South Board of Education	CUPE (CLC)	444
Niagara South Board of Education	Secretarial and Clerical Assn. (Ind.)	200
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	745
North York City Board of Education	CUPE (CLC) (office, clerical, technical empls. and teacher aides)	675
North York City Corp.	CUPE (CLC) (clerical and technical empls.)	460
North York City Corp.	CUPE (CLC) (outside empls.)	720
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	615
North York Public Library Board	CUPE (CLC)	290
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres	Internes and Residents Assn. (PAIRO) (Ind.)	2,500
Ontario Government, province-wide	Ontario Provincial Police Assn. (Ind.) (police officers)	3,850
Ontario Government, province-wide	Ontario Public Service Employees' Union (OPSEU) (NUPGE) (CLC) (administrative services category)	5,550

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in December 1982 (Cont'd)

Employer and Location	Union	No. of Empls.
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (correctional services category)	3,080
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (general operational services category)	4,355
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (institutional care category)	5,945
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (maintenance services category)	6,410
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (scientific and professional services category)	4,300
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (technical services category)	5,505
Ontario Hydro, province-wide	Engineers Assn. (Ind.)	5,146
Ontario Jockey Club (Mutuel Dept., Standardbred Race), province-wide	Service Employees Intl. (AFL-CIO/CLC)	250
Ontario Jockey Club (Mutuel Dept., Thoroughbred Race), province-wide	Service Employees Intl. (AFL-CIO/CLC)	300
Ottawa-Carleton Children's Aid Society	OPSEU (NUPGE) (CLC)	240
Ottawa-Carleton Regional Transit Commission	Transit Union (AFL-CIO/CLC)	1,500
Ottawa City Board of Commissioners of Police	Police Assn. (Ind.)	545
Ottawa City Corp.	CUPE (CLC)	1,350
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515
Pamour Porcupine Mines (Pamour, Ross and Schumacher Divs.), Pamour	United Steelworkers (AFL-CIO/CLC) (mine empls.)	1,000
Peel Regional Board of Commissioners of Police	Police Assn. (Ind.) (police officers)	590
Renfrew County Corp. (Bonnechere Manor)	CUPE (CLC)	208
St. Catharines City Corp.	CUPE (CLC)	210

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in December 1982 (Cont'd)

Employer and Location	Union	No. of Empls.
St. Lawrence Seaway Authority, province-wide	Railway, Transport and General Workers (CLC)	446
Scarborough Borough Board of Education	CUPE (CLC)	225
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls.)	825
Scarborough Borough Corp.	CUPE (CLC) (office, clerical and technical empls.)	430
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	580
Scarborough Borough Corp.	Fire Fighters (AFL-CIO/CLC)	420
Scarborough Public Library Board	CUPE (CLC)	223
Silverwood Dairies Div. of Silverwood Industries Ltd., London	Teamsters (Ind.)	215
Simcoe County Board of Education	CUPE (CLC) (maintenance, services and plant operations empls.)	370
Sudbury Regional Board of Commissioners of Police	Police Assn. (Ind.)	209
Thunder Bay City Board of Commissioners of Police	Police Assn. (Ind.)	210
Thunder Bay City Corp. (Engineering and Public Works and Parks and Recreation Depts.)	CUPE (CLC) (outside empls.)	356
Toronto Abbatoirs Ltd.	Food and Commercial Workers (AFL-CIO/CLC)	200
Toronto City Board of Education	CUPE (CLC)	350
Toronto City Board of Education	CUPE (CLC)	401
Toronto City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	690
Toronto City Board of Education	CUPE (CLC) (office and clerical empls. - elementary schools)	212
Toronto City Board of Education	Council of Trade Unions	300



Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in December 1982 (Cont'd)

Employer and Location	Union	No. of Empls.
Toronto City Board of Education	Educational Assistants Assn. (Ind.)	352
Toronto City Corp.	CUPE (CLC) (inside empls.)	2,000
Toronto City Corp.	CUPE (CLC) (outside empls.)	1,700
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,265
Toronto Public Library Board	CUPE (CLC) (full-time and part-time empls.)	716
Toronto Star Newspapers	Printing and Graphic Union (AFL-CIO/CLC)	200
Tridon Ltd., Burlington	Employees' Assn. (Ind.) (plant empls.)	500
Victoria Hospital Corp., London	Office and Professional Employees (AFL-CIO/CLC)	400
Victoria Hospital Corp., London	OPSEU (NUPGE) (CLC)	207
Waterloo Regional Board of Commissioners of Police	Police Assn. (Ind.)	433
Weston Bakeries Ltd. (Dupont St. Plant), Toronto	Teamsters (Ind.)	400
Windsor City Board of Commissioners of Police (Unit A)	Police Assn. (Ind.)	344
Windsor City Corp.	CUPE (CLC) (inside empls.)	540
Windsor City Corp.	CUPE (CLC) (outside empls.)	400
Windsor City Corp.	Fire Fighters (AFL-CIO/CLC)	274
Workeborough Board of Education	CUPE (CLC)	234
Workeborough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	240
Worke County Board of Education	CUPE (CLC)	324
Worke County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	300
Worke Regional Municipality Board of Commissioners of Police	Police Assn. (Ind.)	350



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TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
AND NEGOTIATIONS IN ONTARIO  
DECEMBER 1982



Prepared jointly by Labour Canada and the Ontario  
Ministry of Labour



## Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in December 1982 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in December 1982. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in January 1983.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

January 29, 1983





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## Highlights

Corrugated Container Industry Settlements. Common pay rates in the industry and wage parity between different manufacturers were the twin bargaining objectives of the unions participating in the 1982 round of contract negotiations in the corrugated container sector. The main bargaining situations involved over 3,000 employees at plants operated in Eastern Canada by CIP Inc., Domtar Inc., Kruger Inc., and MacMillan Bloedel Ltd. In Ontario, the bargaining affected close to 1,900 members of the Canadian Paperworkers Union (CPU) and the Energy and Chemical Workers Union (ECWU) covered by contracts which came open within a four-month period beginning last summer. The parties continued to follow the pattern bargaining structure prevalent in the pulp and paper industry, with employers and unions closely coordinating their respective positions.

The unions' initial contract proposals called for renewal agreements based on a settlement pattern established earlier in the year at primary pulp and paper mills (most of them owned by the same companies), where workers received wage increases of 12 per cent in the first year and 10 per cent in the final year of the new two-year contracts. The unions were also seeking extra wage adjustments for workers at CIP, Domtar and Kruger, designed to produce an industry-wide parity with present wage levels at MacMillan Bloedel. The inequity of wages in the corrugated sector stemmed from 1975 settlements at the latter company, then known as Continental Can of Canada, which were not matched by its major competitors due to the introduction of the federal wage and price controls. The sector's subsequent two-year agreements signed in 1980 paralleled the primary pulp and paper industry pattern, but did not eliminate the existing wage disparities. The unions, determined to rectify the situation during the current round of bargaining, indicated they would agree to a longer-term pact if their parity objectives were met.

However, the talks took place at a time when the companies were facing economic difficulties due to the combination of poor sales, overcapacity, mounting production costs and increased competition. These factors contributed to extensive layoffs, brought about by either closures of unprofitable older plants or reduction in the number of work shifts in active plants. Under such circumstances, the companies decided that instead of raising wages more in the lower-paying firms, MacMillan Bloedel would hold its increases down to bring the wage levels in line with those paid by the other companies. Reflecting the common decision were contract offers put forward by CIP, Domtar and Kruger that included wage increases of 10, 9 and 7 per cent over the next three years. Domtar also proposed special adjustments for some classifications intended to bring the company's average wage rate to near parity with the current average rate at CIP. MacMillan Bloedel, the wage leader, offered its workers increases of 9, 7 and 6 per cent over the same period.

A firm rejection of those offers by the workers initiated a series of walkouts which eventually closed 21 carton plants across Eastern Canada. The strikes began July 7 at Domtar operations and over the next three months spread to plants of the remaining companies, shutting down almost two-thirds of the domestic corrugated production capacity. However, box users, such as the agricultural produce industry and retail food chains, were not seriously hurt by supply shortages caused by the plant shutdowns, as they redirected their orders to strike-free Canadian companies or to U.S. producers. In

response, the unions tried to extend the strike by picketing companies, such as Consolidated Bathurst Packaging, that had stepped up production to meet demand. The secondary picketing was subsequently ruled illegal by the Ontario Labour Relations Board.

By mid-November, three of the companies reached new settlements with workers at their plants in Quebec. They included two Kruger plants, where an average wage increase of about 23 per cent over two years was accepted in mid-October, and CIP's plants in Montreal and Vaudreuil, where the company's offer of 10, 9 and 7 per cent, paid in five stages over the next three years, was approved a month later. Shortly afterwards, MacMillan Bloedel's workers settled at 9, 7 and 6 per cent, plus special adjustments to bring their rates in line with those paid at the company's plants in Ontario.

The Quebec developments contributed to the resumption of mediated talks in Ontario. The eventual accords, ending the 3 to 6-month-long strikes, were reached December 10 and 11 at Kruger and CIP, respectively, and were followed ten days later by settlements at the two remaining companies. The 12 tentative agreements were approved by the CPU and the ECWU members at separate ratification meetings held on December 22.

The CIP agreements covered 414 plant workers in Burlington, Markham, Toronto and London, as well as 19 London office employees, under three contracts that opened up for renewal May 31, 1982. The new terms paralleled those agreed to at the company's operations in Quebec, with the initial 10 per cent raise, covering the first nine months of the new contract, retroactive to June 1. The further increase of 9 per cent is to be implemented during the next 12 months, with 2 per cent phased in on March 2, 1983 and a non-compounded 7 per cent added on June 30. During the final 15 months, an extra 2 per cent and 5 per cent (non-compounded) are to be implemented in early March and July 1984, respectively. The last increase will bring the average wage rate at CIP to \$12.79 for the last 11 months of the contracts. Among other negotiated changes were higher shift premiums, increased meal and safety shoe allowances, improvements in insurance, health and pension plan benefits, as well as new job and income security provisions for the London office unit.

The Kruger agreement, covering 193 workers at the Toronto packaging plant, paralleled the CIP accord, except for the effective dates of the wage increases. The raises were to be implemented 3 1/2 months later than at CIP, due to the September 15, 1982 expiry date of the previous Kruger's contract.

The five Domtar agreements, involving 840 plant workers in Toronto and three other locations, covered a 37-month period ending June 30, 1985 that coincided with the expiry date of new contracts at MacMillan Bloedel. The new monetary package at Domtar was based on the CIP settlement, with successive wage increases of 10, 9 and 7 per cent paid in three steps effective June 1 each year. It also included special adjustments for skilled tradesmen and other classifications designed to eliminate wage inequities at the two companies by January 1, 1985. The adjustments are to be implemented in four stages over 16 months beginning September 1, 1983. Domtar's fringe benefit package was also upgraded to equal either the company or industry-wide standards.

The MacMillan Bloedel pact affected 408 production workers at three plants. They were covered by separate agreements due for renewal on June



16, 1982 in Guelph and London, and a month later in Toronto. The new settlement called for June 30, 1985 as a common expiry date for all three pacts and contained wage increases of 9, 7 and 6 per cent, for a total of 22 per cent over the life of the new contracts. Other changes included a one-cent increase in job increments on the third anniversary date of the agreements, as well as fringe benefit improvements in line with the prevailing industry norms. The wage improvements in the MacMillan Bloedel agreements resulted in pay parity, on an average straight time basis, at the start of the third year with rates at CIP's Ontario plants. In consequence, an almost uniform wage structure was achieved by the four competitors as of the beginning of 1985.

The established settlement pattern served as a basis for subsequent negotiations in the corrugated container sector. Agreements closely resembling the Dometar accord have been since endorsed at two major firms not involved in the strike. A mediated settlement between the International Woodworkers of America and Consolidated-Bathurst Packaging was ratified by the union members at Ontario and Quebec plants in early January 1983. The settlement covered a three-year period ending December 31, 1985 and affected 605 Ontario workers at container plants in Toronto and three other cities. At the same time, Atlantic Packaging Products and the International Printing and Graphic Communications Union concluded a similar renewal agreement covering 350 production employees at the company's Scarborough plant. The new accord was reached in direct bargaining a month prior the February 9, 1983 expiry date of the previous contract, with the negotiated changes scheduled to go into effect a day after the old agreement runs out.

Chrysler Corporation Settlements. In early October, Chrysler Corporation of Detroit resumed negotiations with the United Auto Workers (UAW) on new master contracts to replace international agreements that expired September 14, 1983 and covered the automaker's 53,000 employees in the United States and Canada. The negotiations represented a departure from a usual practice of joint corporation-wide agreements for Chrysler workers in both countries. The decision of the Canadian section of the UAW to bargain separately this year on behalf of its 9,000 members at Chrysler Canada's plants in Ajax, Etobicoke and Windsor resulted from their discontent with the international agreements negotiated over the past three years. During that time the existing contracts were formally reopened and the workers' wages were rolled back in a series of concessions aimed at saving the corporation from bankruptcy. The concessions included cancellation of 8 paid personal holidays, 3 per cent annual wage improvements and cost-of-living payments, as well as a deferral of pension increases. Since that time, Chrysler workers on both sides of the border have been working at their 1979 income levels, with assemblers paid \$9.07 per hour.

The UAW-Chrysler bargaining sessions were suspended in the fall of 1982, pending the outcome of negotiations at the company's main competitors, General Motors Corporation and Ford Motor Company. The 1982-84 labour agreements for workers at those other firms' subsidiary plants in Canada were also negotiated independently from the U.S. master contracts. The separate Canadian contracts, despite similar union concessions to GM and Ford in both countries, were deemed to be superior to the companies' earlier accords with

their U.S. workers. [For highlights and details of the two Canadian settlements see pp. i-v, 539-541 and 606-609 of the September and October 1982 issues of this report].

In consequence, the U.S. and Canadian UAW locals at Chrysler decided to return to the bargaining table simultaneously in both countries, but to seek separate master settlements reflecting the different U.S. and Canadian economies. The union's main bargaining objective was to obtain a significant and immediate wage increase as a step toward narrowing a \$3 per hour gap between wages paid by Chrysler and those at GM and Ford. Chrysler entered the negotiations with a proposal for a two-year contract that would include resumption of COLA payments in December 1982, special wage adjustments tied to future profits and the right to reopen money matters in the second year. The offer was rejected in both countries, with the 44,000 U.S. workers deciding to remain at work and postpone bargaining on wages until January 1983, when car sales might improve.

In Canada, the union's earlier success in securing better contracts for their members at GM at Ford reinforced the Chrysler workers' determination to recover the foregone wages and benefits, including payments for retirees. To support the workers' demands, the union contended that Chrysler Canada had a \$7 per hour cost advantage over its U.S. plants, due to the dollar exchange rate and lower health care costs, as well as that Canadian inflation and mortgage rates were higher than those in the U.S. Addressing specific needs of Chrysler Canada's workforce, the union asked for assurances that the Windsor spring plant would remain open and stressed the question of job security for salaried employees, looking for guarantees that their jobs not be transferred elsewhere. It also requested restrictions on the use of temporary hires and a realistic management ratio.

In the course of bargaining the union eventually softened the wage parity demand, indicating it would accept a settlement that will start the workers on the road to parity during the term of a new agreement. Nevertheless, Chrysler was adamant in refusing to provide Canadian workers with contract terms different from those offered their U.S. counterparts. As a result, the Canadians opted for strike action and on November 5 walked off the job.

The strike in the highly-integrated Chrysler operation idled about 4,600 U.S. plant workers and affected a number of domestic auto supplier firms. That prompted a request from the UAW leaders for a return to the bargaining table on November 22 rather than next January. The negotiations in both countries began at a subcommittee or plant level in order to resolve fringe benefits and non-economic matters prior to the commencement of discussions on monetary changes. Following two weeks of talks, agreement was reached in principle on a number of revisions regarding the contract language, with the company withdrawing its request for changes in seniority provisions and working conditions. Subsequently, Chrysler Canada disclosed its preliminary economic position that included a proposal for cost-of-living payments more in line with the Canadian inflation rate. (The COLA escalator, given up by the workers in both countries as a part of general concessions in 1981, was based on a combined U.S.-Canada index. Ninety percent of the

weight in the combined index was given to the U.S. CPI, which recently had been rising more slowly than the Canadian index.) In response, the union revealed its minimum terms for settlement, including a \$1.15 per hour up-front figure which was equivalent to the cost-of-living float that had been frozen for the Canadian workers since March 1981.

Further discussions and the union's surrender of the spring plant closure issue ultimately led to a tentative settlement in Canada on December 9. A few hours later, a similar pact was reached in the U.S. The 13-month contracts, running until January 14, 1984, were ratified by overwhelming margins of workers in both countries, with the Canadians returning to work on December 13.

The Chrysler Canada settlement resulted in two parallel master agreements, one covering 8,500 plant workers and the other affecting 420 clerical and technical employees. Effective December 13, 1982, the new pacts provided an average wage improvement of \$1.15 per hour. It consisted of a general wage/salary increase of 3 per cent, equivalent to an average 28 cents per hour, plus a COLA payment of 87 cents per hour, 25 cents of which was retroactive to September 15, the day after the previous contracts expired. The COLA provision, based on the combined U.S.-Canada index, was reactivated to provide four additional adjustments over the new term. Assuming a 6 per cent inflation rate, the value of the adjustments was estimated at about 16 cents per hour in each of the four quarters. The COLA clause was also revised to provide for payments of the adjustments each week instead of being paid quarterly, as was the case in the pre-1981 provision. The wage improvements, totalling about 12 per cent, left the Chrysler workers about \$2 per hour behind their colleagues at GM and Ford.

In addition to wages, the settlement provided for special lump sum payments of \$300 to present retirees and \$180 for surviving spouses. Furthermore, the general wage increase resulted in higher wage related fringe benefits, such as shift premiums, health and welfare benefits and holiday, vacation and overtime payments. The parties also agreed on a new health and safety training program for all journeymen and apprentices.

The Chrysler Canada pact marked the first time that the Canadian section of the UAW negotiated a settlement pattern for their U.S. counterparts. The two settlements were almost identical, except that the Canadian accord included 40 cents per hour more in the initial COLA payment to compensate for higher inflation, interest rates and energy costs in Canada and for the dollar exchange rate. The U.S. settlement, in addition to providing an initial wage improvement of 75 cents per hour, restored Sunday bonus payments and contained minor changes in the Supplemental Benefits plan and in an absenteeism program. In return, the UAW members gave up a profit sharing plan which accompanied the Chrysler international contract, renegotiated in 1981 to qualify the automaker for additional U.S. governments' loan guarantees.





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C.E. Canada Combustion Engineering - Superheater Ltd., Cornwall	Boilermakers (AFL-CIO/CFL)	733
IP Inc., Container Div., Burlington, London, Markham and Rexdale, Ont. and Pointe Aux Trembles and Vaudreuil, Que., and Single Service Div., Markham, Ont.	Cdn. Paperworkers and Energy and Chemical Workers (CLC) (production and office empls.)	727
Canada Post Corp., province-wide	Public Service Alliance (PSAC) (CLC) (clerical, drafting and office equipment empls.)	745
Canadian Blower/Canada Pumps Ltd., Kitchener	United Steelworkers (AFL-CIO/CLC)	734
Canadian National Railways, system-wide	Locomotive Engineers (Ind.) (locomotive engineers and firemen)	773
Canadian National Railways, system-wide	Rail Canada Traffic Controllers (CCU)	773
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Computing Devices Co., A Div. of Control Data Canada Ltd., Ottawa and Stittsville	Employees Assn. (Ind.) (clerical, technical, and plant empls.)	740
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FOOD AND BEVERAGE

F. W. Fearman Company Limited at Burlington - Local 1227, Food and Commercial Workers (AFL-CIO/CLC) (550 employees): A 24-month renewal agreement effective from November 15, 1982 to November 14, 1984, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Nov. 15/82	Nov. 15/83
General Increases		\$1	85¢
Job Class Increment		8¢ (7.5¢)	
Labourer - Job Class 0		\$10.00 (\$9.00)	\$10.85
Knifeman - Job Class 9		\$10.72 (\$9.675)	\$11.57
Electrician 1 Job Class 40		\$13.20 (\$12.00)	\$14.05

Starting Rate - 85% of job rate (previously 10¢ below job rate) during the 60-calendar day probationary period.

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-25¢-25¢ (0-23¢-23¢).

Paid Holidays: 1 floating day to be replaced by Heritage Day, if proclaimed, is added for a total of 11 days.

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 12 years, 5 weeks after 20 years and 6 weeks after 25 years (unchanged).

Health and Welfare: Life Insurance - \$12,000 (\$10,000) coverage. Effective November 15, 1983, \$15,000.

Weekly Indemnity - Equivalent to UIC payment or \$230 (\$215) per week, whichever is greater, based on number of years' service; 3 months to 5 years - 17 weeks; 5 to 10 years - 26 weeks; over 15 years - 52 weeks. Effective November 15, 1983, \$255.

Dental Plan - Effective November 16, 1982, coverage is based on The 1982 (1981) Ontario Dental Association fee schedule. Effective November 15, 1983, the 1983 ODA fee schedule.

Vision Care - Maximum claim is \$75 (\$60) every 2 years.

Pension Plan: Employee contributes 2% of regular earnings less CPP contributions (previously \$4 per week).

Past Service Benefit - \$8.67 per month per year of service in 1978 to 1981. (Previously, \$5.00 per month for service in 1978 and 1979.)



Meal Allowance: Drivers on lay-over - \$3.50 (\$3) for breakfast, \$4 for lunch (unchanged) and \$6 (\$5.50) for supper. Effective November 15, 1983, \$4, \$4, and \$6.50 respectively.

Overtime Meals - \$4 (\$3.50) for overtime beyond 1.5 hours per day. Effective November 15, 1983, \$4.50.

Hiram Walker and Sons Limited at Walkerville - Local 2027, Auto Workers (CLC)  
(plant employees): A 36-month renewal agreement effective from January 2, 1984 to January 4, 1987, covering 515 employees, settled at the bargaining stage. Duration of negotiations - 1 month. Current agreement expires January 1, 1984.

Wages:	Effective	Oct. 1/84	Oct. 1/85
General Increases		3%	3%
COLA Fold-in		\$1.50	
General Help		\$11.65 (\$9.85)	\$12.00
Truck Driver		\$11.77 (\$9.97)	\$12.12
Trades (includes Electrician)		\$13.62 (\$11.77)	\$14.03

Previous rates include a 3% general increase on January 1, 1983.

Start Rates - 10¢ below job rate for 60 calendar days (unchanged).

Cost of Living Allowance: 1¢ per 0.35 point change in the Consumer Price Index - 1961 = 100. Adjusted quarterly. (Basic formula is unchanged. Previously, 14¢ was diverted to offset increased pension costs).

Shift Premium: Effective October 1, 1984, 0-40¢-50¢ (0-35¢-45¢); average shift premium for employee permanently on continually rotating shift - 30¢ (27¢) per hour.

Health and Welfare: Weekly Indemnity - \$245-\$377 (\$239-\$365) per week, depending on hourly base wage rate.

Dental Plan - Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective January 1, 1985, the 1984 ODA fee schedule. Effective January 1, 1986, the 1985 fee schedule.

Pension Plan: Lump Sum Payment (new) - During the month of January, 1984, January 1985 and January 1986, employer pays a one-time lump sum payment of \$200 to each retiree who retired on or before January 1, 1983, January 1, 1984 and January 1, 1985, respectively.

Basic Benefit - For retirements on or after January 1, 1986 (1983), \$19 (\$18) per month per year of credited service.

Supplemental Benefit - For retirements on or after January 1, 1986 (1984), an amount, which, together with any applicable statutory benefits, would provide \$16 (\$15) per month per year of credited service. For retirements on or after January 1, 1985, multiplied to a maximum of 30 (25) years of credited service and by the applicable age reduction factor.

Meal Allowance: \$6.50 (\$5.50) after 11 or more hours plus an additional \$6.50 (\$5.50) after 15 or more hours.

Mileage Allowance: 24¢ (15¢) per mile for employee who uses his own automobile on employer's business, not including transportation to and from work.

Seagram Company Limited at Amherstburg - Local 2098, Auto Workers (CLC) (plant employees): A 12-month extension agreement effective from February 1, 1983 to January 31, 1984, covering 250 employees, settled by mutual agreement between the parties.

Wages: No increase in rates that were in effect at the conclusion of the previous agreement.

General Help "B" \$9.01

Maintenance Class "A" \$11.47

Cost of Living Allowance: \$2.93 COLA generated during the previous agreement continues to float.

1¢ per 0.3 point change in the Consumer Price Index - 1971=100. Adjusted and paid quarterly. (Basic formula is unchanged. Previously, capped at 60¢ in each of the first two years of the contract.)

## TEXTILE

Kingston Spinners (Canada) Limited at Kingston - Local 1881, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from August 5, 1982 to August 4, 1984, covering 260 employees\*, settled at the conciliation officer stage. Duration of negotiations - 5 months.

\*Includes 120 employees currently on lay-off status.

Wages:	Effective	Dec. 20/82	Aug. 5/83	Feb. 5/84
General Increases		50¢	30¢	10¢
Maintenance Labour		\$6.51 (\$6.01)	\$6.81	\$6.91
4th Class Engineer		\$7.60 (\$7.10)	\$7.90	\$8.00

Cost of Living Provision: Deleted.

**Paid Holidays:** Effective August 5, 1983, the floating holiday specified as the last scheduled working day before Christmas Day replaces employees' birthday for a total of 10 days.

**Health and Welfare:** Weekly Indemnity - Payable on a 1-1-1-8-15 (1-1-8-15) basis.

OHIP - Effective January 1, 1983, employer pays 100% of premium increase of July 1981 and 50% of July 1982. Effective August 5, 1983, employer pays 100% of July 1982 premium increase and 50% of any future premium increases.

## CLOTHING

Corah Limited at Barrie - Local 1937, Clothing and Textile Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1983 to December 31, 1983, covering 205 employees, settled at the conciliation officer stage. Duration of negotiations - 1 1/2 months.

<b>Wages:</b>	Effective	<u>Jan. 1/83</u>	<u>July 1/83</u>
	General Increases	\$3.50 per week	\$7.00 per week

### Weekly Rates

Operative Grade D	\$191.00 (\$187.50)	\$198.00
Electrician	\$289.50-\$383.50 (\$286.00-\$380.00)	\$296.50-\$390.50

Probationary period is 60 working days. Maximum rate for Electrician is reached on merit.

## WOOD

Levesque Plywood Limited at Hearst - Local 2995, Carpenters (AFL-CIO): A 24-month renewal agreement effective from June 1, 1982 to May 31, 1984, covering 220 employees, settled with mediation assistance. Duration of negotiations - 3 months.

<b>Wages:</b>	Effective	<u>June 1/82</u>	<u>Jan. 1/83</u>
	General Increases	75¢	25¢
	Skilled Trades Adjustment	25¢ for Class A Tradesmen and above	
	Labourer-Plywood	\$8.72 (\$7.97)	\$8.97
	Electrician-Class A	\$11.17 (\$10.17)	\$11.42

	Effective	June 1/83	Jan. 1/84
	General Increases	75¢	25¢
	Skilled Trades Adjustment	10¢ for Class A Tradesmen and above	
	Labourer-Plywood	\$9.72	\$9.97
	Electrician-Class A	\$12.27	\$12.52
Shift Premium:	Effective June 1, 1983, 0-21¢-21¢ (0-16¢-16¢).		
Bereavement Leave:	Grandparents are added for up to 3 days' paid leave.		
Health and Welfare:	<u>Life Insurance</u> - Effective January 17, 1983, \$20,000 (\$15,000) coverage.		
	<u>Weekly Indemnity</u> - Effective December 16, 1982, maximum benefit increases to \$230 (\$210) per week.		
	<u>Long Term Disability</u> - Effective June 1, 1983, maximum benefit is \$900 (\$800) per month.		
	<u>Vision Care (new)</u> - Effective January 17, 1983, employer pays 100% of premium costs. Maximum claim for eyeglasses is \$60 every 24 months.		
	<u>Dental Plan</u> - Effective December 16, 1982, coverage is based on the 1981 (1980) Ontario Dental Association fee schedule. Effective June 1, 1983, the 1982 ODA fee schedule.		

#### FURNITURE AND FIXTURE

Heintzman Limited (Peppler Division), formerly Sklar Furniture Limited (Peppler Division), at Hanover - Local 2-500, Woodworkers (AFL-CIO/CLC):  
Two 24-month renewal agreements effective from July 1, 1982 to June 30, 1984, covering 304 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/83	July 1/83	Jan. 1/84
Increases:				
Plant		25¢ per hour	25¢ per hour	30¢ per hour
Office		\$9.70 per week	\$9.70 per week	\$11.60 per week
<u>Plant</u>				
Grade 1 (includes Lumber Handler)		\$6.25*-\$6.96 (\$6.25-\$6.71)	\$6.25*-\$7.21	\$6.25*-\$7.51
Grade 5 (includes Maintenance #5)		\$7.25-\$7.67 (\$7.00-\$7.42)	\$7.50-\$7.92	\$7.80-\$8.22

	<u>Jan. 1/83</u>	<u>July 1/83</u>	<u>Jan. 1/84</u>
<u>Office</u>			
<u>Minimum Weekly</u>			
<u>Starting Rates</u>			
Grade A	\$155.70	\$165.40	\$177.00
(Production Control Clerk)	(\$146.00)		
Grade F	\$234.70	\$244.40	\$256.00
(Product Engineering Technician)	(\$225.00)		

\*Start rate for Grade 1 remains unchanged for term of agreement.

Previous rates for Office employees reflect adjustments made during the term of the previous contract.

Probationary period for Plant employees is 30 days. Maximum rates for Plant employees are reached after 18 months.

Health and Welfare (Plant): Weekly Indemnity - Effective January 1, 1983, benefit increases to \$100 (\$90) per week. Effective January 1, 1984, \$110.

#### PAPER AND ALLIED

CIP Inc., Container Division, formerly Canadian International Paper Company, Container Division at Burlington, London, Markham and Rexdale, Ont. and Pointe Aux Trembles and Vaudreuil, Que., and Single Service Division at Markham, Ont. - Various locals, Canadian Paperworkers (CLC) and Energy and Chemical Workers (CLC) (production and office employees): Four 36-month renewal agreements effective from June 1, 1982 to May 31, 1985, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months. The Quebec agreement covering 600 employees was ratified in November, 1982 and the Ontario agreements covering 433 employees were ratified in December.

#### Master Agreement and London Plant

<u>Effective</u>	<u>June 1/82</u>	<u>Mar. 2/83</u>	<u>June 30/83</u>
General Increases	10%	2%	7% non-compounded

#### Container Division

Grade 1 (includes General Help)	\$10.11 (\$9.19)	\$10.31	\$11.02
Grade 10 (includes Electrician "A")	\$12.58 (\$11.44)	\$12.83	\$13.71



Effective	<u>Mar. 2/84</u>	<u>July 4/84</u>
General Increases	2%	5% non-compounded
Grade 1 (includes General Help)	\$11.24	\$11.79
Grade 10 (includes Electrician "A")	\$13.98	\$14.67

Shift Premium: Effective December 22, 1982, 0-25¢-35¢ (0-25¢-30¢). Effective June 1, 1983 0-30¢-40¢.

Bereavement Leave: Step-child is added to the provision for up to 5 scheduled working days' paid leave.

Health and Welfare: Life Insurance - \$25,000 (unchanged). An insured employee who has completed 1 year of continuous service at time of lay-off may maintain coverage, if any, for a period of up to 3 months providing he pays the full monthly premium in advance. Coverage continues for employee on Long Term Disability in the amount of \$25,000 (\$18,000).

A.D. & D. - Effective January 1, 1983 \$7,500 (\$3,500) coverage. Effective June 1, 1984, \$10,000.

Extended Health Care - Effective January 1, 1983, employer contributes \$7.90 (\$6.65) per month towards the cost of premiums for married coverage and \$3.81 (\$2.56) for single coverage. Effective June 1, 1983, \$8.90 and \$4.81, respectively.

Pension Plan: Benefit Formula - Amended to provide for employee retiring after June 1, 1982 and before June 2, 1985, a pension equal to the greater of

a) accrued benefits under the terms of the former plan as at June 1, 1982, up to retirement date.

or

b) a final average earnings formula based on 1.65% of employee's average annual earnings during the 5 years prior to June 1, 1985 times years of creditable service prior to retirement, less 1/35 of CPP/QPP benefits in effect in the calendar year of retirement times years of creditable service between January 1, 1966 and date of retirement.

Early Retirement Bridging Supplement - Effective June 2, 1982, \$16 (\$11) per month per year of credited service to a maximum of 30 years.

Technological Change (London Office): Employer will notify the union within 90 days before the introduction of technological changes and/or automation which will result in the demotion, transfer or lay-off of employees. An employee permanently set back to a lower-paid job receives his former rate of pay for 6 months followed by an adjusted rate

midway between the previous and new job rate for a further 6 months. At the end of 12 months the new job rate will apply (new).

Severance Pay (London Office) (new): Employee with 3 years' continuous service receives 2% of total earnings for the last full period of continuous service.

Meal Allowance: Effective December 19, 1982, \$3.25 (\$3.00). Effective June 1, 1983, \$3.50. Effective June 1, 1984, \$3.75.

Safety Shoe Allowance: Effective December 19, 1982, \$20 (\$15) per year.

Domtar Incorporated, Domtar Packaging (Corrugated Containers Division), Intercity - Various locals, Canadian Paperworkers (CLC): Five 37-month renewal agreements effective from June 1, 1982 to June 30, 1985, covering 840 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 8 months.

Wages:	Effective	<u>June 1/82</u>	<u>June 1/83</u>	<u>Sept. 1/83</u>
	General Increases	10%	9%	
	Special Adjustments*			2¢-24¢ for some classifications
	<u>Etobicoke Plant</u>			
	Grade 1 (includes Hand Partition Assembler)	\$9.64 (\$8.76)	\$10.51	\$10.72
	Grade 24 (includes Electrician)	\$13.75 (\$12.50)	\$14.99	\$14.99
	Effective	<u>June 1/84</u>	<u>Sept. 1/84</u>	<u>Jan. 1/85</u>
	Increases	11¢-\$1.82 for Skilled Trades**; 7% for all others		
	Special Adjustments*		3¢-49¢ for some classifications	2¢-19¢ for some classifications
	Grade 1 (includes Hand Partition Assembler)	\$11.47	\$11.90	\$12.06
	Grade 24 (includes Electrician)	\$15.73	\$15.73	\$15.73

\* Special Adjustments - Designed to substantially eliminate the disparity of wage rates that existed between CIP Inc. and the Domtar Corrugated Operations.

\*\* In those cases where Domtar's job rates are greater than CIP Inc., the cents per hour differential of May 1982 is maintained in the third year.

Shift Premium: Effective December 22, 1982, 0-25¢-35¢ (0-25¢-30¢). Effective June 1, 1983, 0-30¢-40¢.

Holiday Pay and Vacation Pay: Effective June 1, 1984, any difference that may occur in the present formula from CIP Inc. and MacMillan Bloedel Limited will be adjusted accordingly.

Paid Vacation: Effective June 1, 1983, 6 weeks after 27 years' service. (Unchanged, for Etobicoke. New for all others.)

Bereavement Leave: Effective December 22, 1982, adopted child or step-child is added to the provision for 5 days' paid leave and foster parents, adoptive parents, step-mother, step-father, step-sister, step-brother, and grandchild are added for 3 days' paid leave. 3 (1) day's paid leave for death of a grandparent. Also, 1 day's paid leave to attend the funeral of a sister-in-law or brother-in-law. (New for Etobicoke Plant). 1 day's paid leave if unable to attend funeral due to distance (new).

Health and Welfare: Life Insurance - Effective January 1, 1983, \$22,000 (\$20,000) coverage. Effective June 1, 1983, \$24,000.

Life Insurance for Retirees - Effective June 1, 1984, \$2,000 (\$1,000) coverage.

Weekly Indemnity - Effective January 1, 1983, maximum benefit increases to \$245 (\$235) per week. Effective June 1, 1983, \$255. Effective June 1, 1984, \$270.

Long Term Disability - Effective January 1, 1983, coverage is extended to a maximum of 24 (12) months. Effective June 1, 1984, a service related plan is implemented. Benefits are payable to the earlier of a benefit period equal to months of service, age 65, retirement or death. Pension benefits for contributory employees will continue to accrue with employer making contributions based on employee's regular classified rate at time of disability. Group Life Insurance, Installment Life Benefits and Health and Dental coverage to be maintained while on LTD.

Dental Plan - Effective June 1, 1983, major restorative coverage is added with no deductible and 50%/50% co-insurance. Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective June 1, 1984, orthodontic coverage is added with no deductible and 50%/50% co-insurance. Maximum lifetime benefit is \$500 per person. Coverage is based on the 1984 ODA fee schedule.

Pension Plan: Improvements negotiated in July, 1982 by Domtar Inc. and all Canadian Paperworkers Locals will apply.

Disability Benefits - Amended to become payable if employee qualifies for such payment after LTD benefits expire.

**Meal Allowance:** Effective December 22, 1982, \$3.50 (\$3.00) after 2 hours overtime. Effective June 1, 1983, \$4.00. Effective June 1, 1984 \$4.50.

**Safety Shoe Allowance:** Effective December 22, 1982, employer contributes a maximum of \$27.50 (\$25) per year on proof of purchase. Effective June 1, 1983, \$30. Effective June 1, 1984, \$32.50.

MacMillan Bloedel Limited at Guelph, London and Rexdale - Locals 1199 and 1497, Canadian Paperworkers (CLC) and Local 69, Energy and Chemical Workers (CLC): Two 36 1/2-month renewal agreements effective from June 17, 1982 at London and Guelph and one 34 1/2-month renewal agreement effective August 16, 1982 at Rexdale. The agreements covering 408 employees, expire June 30, 1985 and were settled with mediation assistance during a work stoppage. Duration of negotiations - 8 months.

**Wages:** Effective

<u>London and Guelph Rexdale</u>	<u>June 17/82 Aug. 16/82</u>	<u>June 17/83 Aug. 16/83</u>	<u>June 17/84 Aug. 16/84</u>
General Increases	9%	7%	6%
Job Class Increments			22¢ (21¢)
Job Level 3 (includes Packer- Strapper, Packer- Finisher and Corrugator Take-off)	\$10.79 (\$9.90)	\$11.55	\$12.26
Job Level 11 (Electrician A)	\$12.27 (\$11.26)	\$13.14	\$14.02

**Conditional Wage Adjustment:** If negotiations involving Domtar Inc., Domtar Packaging (Corrugated Containers Division) do not provide wage parity on an average straight-time rate basis with CIP Inc. (Container Division) by June 30, 1985, then the rates set out above will be adjusted accordingly to achieve parity with Domtar.

The following benefits are effective the first day of the week following ratification, unless otherwise specified:

**Shift Premium:** 0-30¢-40¢ (0-25¢-30¢).

**Paid Vacation:** Effective in 1984, 6 weeks after 27 (30) years' service.

**Overtime Pay (Rexdale only):** Double time after 5 hours worked on a Saturday and between the hours of 11:00 p.m. Saturday and 11:00 p.m. Sunday. (Previously, double time after 8 hours worked on a Sunday.)



Holiday Pay  
(Rexdale only): Employee absent due to layoff, approved leave of absence or certified sickness receives holiday pay provided he/she works the shift before or after the holiday and some time during the 90 calendar days (30-day period) preceding the holiday.

Work on Paid  
Holiday (Rexdale  
only): Double time after 5 (8) hours worked.

Call-In Pay: Minimum of 5 hours straight time pay between 3:00 p.m. and 7:00 a.m. (Previously, minimum of 4 hours at straight time.)

Bereavement  
Leave: Up to 5 (3) days' paid leave for death of a spouse or child and up to 5 days' paid leave for death of adopted child or step-child (new). Adoptive parents, step-mother, step-father, foster parents, step-brother, step-sister and grandchild are added to the definition of immediate family for 3 day's paid leave.

Health and  
Welfare: Life Insurance - Effective January 1, 1983, \$26,000 (\$24,000) coverage. Effective June 17, 1983, at London and Guelph and effective August 16, 1983 at Rexdale, \$28,000. Effective June 17, 1984, at London and Guelph and effective August 16, 1984 at Rexdale, \$30,000.

Life Insurance for Retirees (Rexdale only) - \$5,000 (\$2,000) coverage for employee retiring after August 16, 1982.

Weekly Indemnity - Effective January 1, 1983, \$245 (\$235) per week. Effective June 17, 1983 at London and Guelph and effective August 16, 1983 at Rexdale, \$255. Effective June 17, 1984 at London and Guelph and effective August 16, 1984 at Rexdale, \$275.

Long Term Disability - Effective January 1, 1983 at Rexdale, maximum benefit increases to \$1,000 (\$800) per month. Effective June 17, 1984, plan will be implemented at London and Guelph (new).

Dental Plan - Effective January 1, 1983, coverage is based on the 1982 (1980) Ontario Dental Association fee schedule. Effective June 17, 1984 at London and Guelph and August 16, 1984 at Rexdale, employer pays 100% of the cost of adding orthodontic coverage, with no deductible and 50% co-insurance. Maximum lifetime benefit is \$500 per insured family member (new). Coverage in all locations to be based on the 1984 ODA fee schedule.

Pension Plan: Basic Benefit - Effective July 1, 1982 at London and Guelph - \$13 (\$11) per month per year of service. Effective September 1, 1982, at Rexdale, contributory plan discontinued. Annual retirement income to be calculated as the greater of the amount of retirement income that would have been payable under the plan as at September 1, 1982 had it been terminated then or \$13 times years of continuous service before September, 1982, plus \$13 times years of continuous service on and after September 1, 1982.

Early Retirement - Employee may retire with no actuarial reductions at age 61 with 20 years of continuous service



(previously at age 62). Employee with 15 to 20 years continuous service may retire with an actuarially reduced pension after age 55 (new).

Bridging Supplement (new) - \$11 per month per year of continuous service up to a maximum of 30 years' continuous service for employee age 61 with 20 year's continuous service or more.

Vesting - 50% after 5 years of service to 100% after 10 years or age 65.

Retirement Income Plan (Rexdale) - Discontinued. Retirees after September 1, 1982 receive the greater of the amount of retirement income which would have been payable under the plan as at September 1, 1982 or \$13 times employee's years of continuous service before September 1, 1982, plus \$13 times years of service on and after September 1, 1982.

## METAL FABRICATING

C.E. Canada Combustion Engineering - Superheater Limited at Cornwall - Lodge 975, Boilermakers (AFL-CIO/CFL): A 24-month renewal agreement effective from October 1, 1982 to September 30, 1984, covering 205 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Oct. 1/82	Oct. 1/83
COLA Fold-in		20¢	
General Increases		7.25%	5.75%
Additional Adjustments	Crane-man classification advanced 1 grade and a new top grade created		
Job Grade 1 (includes Labourer)		\$8.49 (\$7.72)	\$8.97
Job Grade 8 (includes Maintenance Repairman "A")		\$11.35 (\$10.38)	\$11.99
Job Grade 9 (Boilermaker)		\$11.78 (\$10.38)	\$12.45
Cost of Living Provision:	Deleted.		
Overtime Bonus:	Effective October 1, 1983, 30¢ (25¢) per hour.		
Shift Premium:	0-30¢-40¢ (0-25¢-35¢).		
Bereavement Leave:	1 extra day is added for funerals outside a 200-mile radius (new).		

Pension Fund (new):	<u>Employer Contribution</u> - Effective October 1, 1983, 5¢ per hour worked.
Safety Shoe Allowance:	Employer contributes a maximum of \$50 (\$45) towards 1 pair and \$25 towards a second (unchanged).

#### MACHINERY

Canadian Blower/Canada Pumps Limited at Kitchener - Local 3534, United Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from April 16, 1983 to April 15, 1984, covering 250 employees\*, settled at the bargaining stage. Duration of negotiations - 1 week.

\* Includes 75 employees currently on lay-off status.

Wages:	Effective	<u>April 16/83</u>
	General Increase	75¢
	Job Class 2 (includes Labourer)	\$9.69 (\$8.94)
	Job Class 19 (Electrical Technician)	\$12.92 (\$12.17)

Health and Welfare:	<u>Dental Plan</u> - Coverage is based on the 1981 (1980) Ontario Dental Association fee schedule.
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Pension Plan:	<u>Basic Benefit</u> - \$13.00 (\$12.50) per month per year of service.
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Safety Shoe Allowance:	\$40.00 (\$35.00) per year.
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#### TRANSPORTATION EQUIPMENT

Chrysler Canada Ltd. at Ajax, Etobicoke and Windsor - Locals 1498, 1090 and 1459, Auto Workers (CLC) (engineers, office and technical empls.): A 13-month renewal agreement effective from December 13, 1982 to January 14, 1984, covering 420 employees, settled during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Dec. 13/82</u>
	General Increase	3%
	<u>Weekly Rates</u>	
	Grade 1	\$289.93-\$364.99 (\$281.49-\$354.36)
	Grade 8 (common rate)	\$328.13-\$478.81 (\$318.57-\$464.86)
	Grade 16	\$440.22-\$599.79 (\$427.40-\$582.32)

Probationary period is 90 days. Maximum rate for Grade 1 is reached with 2% increases every 6 months and for Grades 8 and 16, with 2% increases every 6 months to top progression rates, and on merit thereafter, to maximum rates.

Cost of Living Allowance: \$34.80 float continues, \$10 of which will be retroactive to September 15, 1982.

Four quarterly adjustments, beginning in March, 1983 of \$5.20 per 0.26 point change in the average combined U.S./Canada Index occurring during the previous quarter. No scheduled fold-ins. Paid weekly (quarterly). (Basic formula is unchanged. Last COLA paid was March 15, 1981.)

Health and Welfare: Life Insurance, A.D. & D., Weekly Indemnity and Extended Disability Benefits - Schedule of benefits, tied to salary levels is unchanged but will result in higher benefits for employees due to 3% increase in wage rates.

Other Provisions: Same as reported below for the plant employees.

Chrysler Canada Ltd., Ajax, Etobicoke and Windsor - Locals 444, 1090 and 1459, Auto Workers (CLC) (8,500 plant employees): A 13-month renewal agreement effective from December 13, 1982 to January 14, 1984, settled during a work stoppage. Duration of negotiations - 7 months. Previous agreement expired September 14, 1982.

Wages:	Effective	<u>Dec. 13/82</u>
	General Increase	3%
	Major Assembler	\$9.34 (\$9.07)
	Electrician	\$11.47 (\$11.14)

Cost of Living Allowance: 87¢ float continues, 25¢ of which will be retroactive to September 15, 1982.

Four quarterly adjustments beginning in March, 1983 of 1¢ per 0.26 point change in the average combined U.S./Canada Index occurring during the previous quarter. No scheduled fold-ins. Paid weekly (quarterly). (Basic formula is unchanged. Last COLA paid was March 15, 1981.)

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-5%-10% (percentages unchanged).

Paid Holidays: December Sunday holiday eliminated leaving 18 holidays during the 13-month agreement. (Previous agreement had a total of 43 days over the life of the contract.)

Paid Vacation: 2 weeks after 1 year's service, 2 1/2 weeks after 3 years, 3 weeks after 5 years, 3 1/2 weeks after 10 years, 4 weeks after 15 years and 5 weeks after 20 years (unchanged).

Health and Welfare: Life Insurance - Schedule of benefits, tied to salary levels is unchanged, but will result in higher benefits for employees due to 3% increase in wage rates.

Drug Plan - Non-prescription drugs removed from coverage.

Special Pension Payment: \$300 lump sum payment to all current pensioners on January 1, 1983 and \$180 for all surviving spouses.

Profit-Sharing and Stock Ownership Plans: Eliminated as of January 1, 1983. Previous allotment of stock remains.

Fruehauf Canada Inc., Manufacturing Plant and Factory Service Branch at Mississauga - Local 252, Auto Workers (CLC): Two 36-month renewal agreements effective from May 1, 1982 to April 30, 1985, covering 338 employees\*, settled at the bargaining stage. Duration of negotiations - 9 months.

\* Includes 304 employees currently on lay-off status.

Wages: Effective Dec. 16/82

COLA Fold-in \$2

Dixie Manufacturing Plant

Sweeper/Labourer \$10.26-\$10.44  
( \$8.26-\$8.44)

Millwright \$11.07-\$11.24  
( \$9.07-\$9.24)

Maximum rates are reached upon completion of the 45 working days probationary period.

Cost of Living Allowance: 48¢ COLA generated between April 30, 1982, the termination date of the previous agreement, and December 16, 1982, the ratification date of the new agreement, continues to float. This COLA will be held back, and not paid-out until two successive profitable quarters are realized by the employer.

1¢ per 0.34 point change in the Consumer Price Index - 1971 = 100, above the base of 145.5. Adjusted and paid quarterly, continuing to March, 1985. 5¢ per hour diverted to offset the cost of maintaining existing dental benefit program. (Basic formula is unchanged).

Pension Plan: Basic Benefit - Effective May 1, 1983, \$10 (\$9.50) per month per year of credited service.

Eaton Yale Limited (Suspension Division) at Chatham - Local 127, Auto Workers (CLC): A 36-month renewal agreement effective from February 1, 1983 to February 1, 1986, covering 493 employees\*, settled at the bargaining stage. Duration of negotiations - 1 month.

\* Includes 134 employees currently on lay-off status.

Wages:	Effective	<u>Feb. 1/83</u>	<u>Feb. 1/84</u>	<u>Feb. 1/85</u>
	General Increases		40¢	40¢
	COLA Fold-in	\$2.37		
	Labourer	\$11.36 (\$8.99)	\$11.76	\$12.16
	Electrician	\$13.81 (\$11.44)	\$14.21	\$14.61
Cost of Living Provision:	Inoperative.			
Health and Welfare:	Life Insurance - \$15,000 (\$14,000) coverage. Effective February 1, 1984, \$16,000. Effective February 1, 1985, \$17,000.			
	Dental Plan - Coverage is based on the 1982 (1980) Ontario Dental Association fee schedule.			
Pension Plan:	Basic Benefit - Effective for retirees on or after August 1, 1982, \$10 (\$8) per month per year of service.			
Safety Shoe Allowance:	Employer pays up to \$35 per pair every 18 months towards the cost of 2 pairs for skilled trades employees and for Draw Furnace Loader and 1 pair for all other seniority employees. (Unchanged, except previously, 1 pair for Draw Furnace Loader.) Effective February 1, 1984, \$40 and February 1, 1985, \$45 per pair.			

Thrush Incorporated at Toronto - Local 8039, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1982 to September 30, 1984, covering 225 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 1/82</u>	<u>Oct. 1/83</u>
	General Increases	55¢	50¢
	Class 1 (includes Packer)	\$6.23 (\$5.68)	\$6.73
	Tool Maker - Fully Experienced	\$8.84 (\$8.29)	\$9.34
Shift Premium:	0-25¢-25¢ (0-22¢-22¢). Effective October 1, 1983, 0-27¢-27¢.		
Paid Vacation:	4 weeks after 12 (14) years' service. 5 weeks (new) after 20 years.		
Health and Welfare:	Life Insurance and A.D. & D. - Effective January 1, 1983, \$13,000 (\$12,000) coverage. Effective October 1, 1983, \$14,000.		
Meal Allowance:	\$2.00 (\$1.50).		
Prescription Safety Glasses:	Employer contributes 50% or \$40 (50% or \$30) whichever is greater towards the cost of one pair per year.		



Safety Shoe Allowance: \$38 (\$32) annual maximum.

# ELECTRICAL PRODUCTS

Philco-Ford of Canada Ltd. at Toronto - Local 2113, Machinists (AFL-CIO/CLC) (930 production and maintenance employees): A 24-month renewal agreement effective from November 19, 1982 to November 18, 1984, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Nov. 19/82</u>	<u>Nov. 19/83</u>
	<u>Adjustments</u>		
	Job Level 10	5¢	
	Job Level 17	10¢	
	Job Level 20	15¢	
	General Increases	10%	9%
	Job Level 2 (Assembler Inspector)*	\$7.87-\$8.20 (\$7.15-\$7.45)	\$8.58-\$8.94
	Job Level 7 (Labourer)	\$8.53-\$9.00 (\$7.75-\$8.18)	\$9.30-\$9.81
	Job Level 20 (Electrician)	\$12.07-\$13.02 (\$10.82-\$11.69)	\$13.16-\$14.19
	*Several classifications upgraded. Assembler (Light), previously Job Level 1, now Assembler Inspector Job Level 2.		
Cost of Living Provision:	Inoperative, as previously.		
Hours of Work:	40 per week (unchanged).		
Shift Premium:	0-40¢-40¢ (0-35¢-35¢). Effective November 19, 1983, 0-45¢-45¢.		
Paid Holidays:	13 (14) days. Difference due to day on the calendar that certain holidays fall.		
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 10 years and 5 weeks after 20 years (unchanged).		
Health and Welfare:	<u>Life Insurance and A.D. &amp; D.</u> - Coverage varies by wage level. Upper end of schedule extended to accommodate higher wage rates obtained in this agreement. Ranges from \$19,000 for hourly earnings of \$7.81-\$8.00 to \$25,500 for hourly earnings over \$10.40. (Previously, \$15,000 to \$21,500 for earnings of \$6.21 to more than \$8.80 per hour respectively.)		
	<u>Life Insurance for Retirees (new)</u> - Coverage starts at level held at time of pending retirement and decreases by 2% per month to a minimum of \$2,000.		

Weekly Indemnity - Benefit increases to 66 2/3% of earnings to a maximum of \$241 (\$189) per week. Payable on 1-4-39 basis.

Dental Plan - Effective January 1, 1983, coverage is based on the 1983 (1981) Ontario Dental Association fee schedule. Effective January 1, 1984, on the 1984 ODA fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1983, \$11.50 (\$11.50) per month per year of service. Effective January 1, 1984, \$12.50.

Tuition Plan: Up to \$500 (\$400) reimbursement of fees for approved courses.

Car Purchase Plan (new): Employees may purchase cars at dealership cost.

Singer Company of Canada Limited, Controls Division, at St. Thomas - Local 4990, United Steelworkers (AFL-CIO/CLC): A 39-month renewal agreement effective from January 1, 1983 to March 23, 1986, covering 277 employees\*, settled at the bargaining stage. Duration of negotiations - 1 1/2 months. Previous agreement was scheduled to expire March 21, 1983.

\*Includes 11 employees currently on lay-off status.

Wages:	Effective	Jan. 1/83	Mar. 21/83
	General Increases	30¢	20¢
	Labour Grade 1 (includes Assembler)	\$6.12-\$6.37 (\$5.82-\$6.07)	\$6.32-\$6.57
	Labour Grade 11 (includes Electrician)	\$9.02-\$9.52 (\$8.72-\$9.22)	\$9.22-\$9.72
	Effective	Mar. 19/84	Mar. 18/85
	General Increases	40¢	40¢
	Labour Grade 1 (includes Assembler)	\$6.72-\$6.97	\$7.12-\$7.37
	Labour Grade 11 (includes Assembler)	\$9.62-\$10.12	\$10.02-\$10.52

Previous rates include 84¢ COLA fold-in.

Maximum rate for Labour Grade 1 is reached upon completion of the 45 days worked probationary period. Probationary period is 55 days worked for Labour Grade 11. Maximum rate for Labour Grade 11 is reached on merit.

Cost of Living Provision: Deleted.

Health and Welfare: Life Insurance and A.D. & D. - \$10,000 (\$5,000) coverage.

Weekly Indemnity - Maximum benefit is \$231 per week or the UIC maximum (previously, 2/3 of the base weekly wage up to the UIC maximum), payable on a 1-1-3-26 basis.

Drug Plan (new) - Employer pays 100% of premium costs for a plan with deductibles of \$10/single and \$20/family.

#### CHEMICAL AND CHEMICAL PRODUCTS

Cyanamid Canada Inc. (Niagara Plant) at Niagara Falls - Local 536, Electrical Workers(UE) (CLC): A 15-month renewal agreement effective from November 1, 1982 to January 31, 1984, covering 200 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 1/82</u>
	General Increase	9%
	Operator III	\$10.58 (\$9.71)
	Electrician	\$13.30 (\$12.20)

Paid Vacation: 6 weeks (new) after 30 years' service.

#### MISCELLANEOUS MANUFACTURING

Computing Devices Company, a division of Control Data Canada Ltd. at Ottawa and Stittsville - Employees Association (Ind.) (clerical, technical and plant employees): A 24-month renewal agreement effective from October 1, 1982 to September 30, 1984, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Oct. 1/82</u>	<u>Oct. 1/83</u>
	COLA Fold-in	16¢	
	General Increase	6%	Wage Re-opener
	<u>Clerical-Technical</u>		
	Grade 1 (Mail Clerk 1)	\$5.51-\$6.72 (\$5.04-\$6.18)	
	Grade 2 (General Clerk)	\$5.86-\$7.17 (\$5.36-\$6.61)	
	Grade 15 (Designer 3)	\$13.02-\$16.64 (\$12.12-\$15.53)	

Oct. 1/82

Oct. 1/83

## Plant

Grade 1	\$6.02-\$6.59
(includes Assembler 1)	(\$5.51-\$6.06)

Grade 12	\$12.17-\$13.02
(includes Tool Maker 2)	(\$11.32-\$12.12)

Previous wage rates reflect a complete job evaluation resulting in a restructuring of the wage schedule on April 5, 1982.

Probationary period is 65 working days. Maximum rates for Clerical-Technical employees are reached after 36 months. (Previously, after 24 months for Clerical and on merit for Technical.) Maximum rates for Plant employees are reached after 12 months (unchanged).

Cost of Living Allowance: 1¢ per 0.35 point increase in the Consumer Price Index - 1971=100, using July as the base index month. Adjusted quarterly. Triggers at 9% in the first contract year and 8 1/2% in the second year. (Basic formula is unchanged. Previously, triggered at 12% in the first contract year and 10% in the second year.)

Shift Premium: 0-50¢-50¢ (0-35¢-40¢).

Overtime Pay: Time and one-half for Saturday or the sixth consecutive day worked and double time for Sunday or the seventh consecutive day worked, regardless of hours worked in the 40-hour standard work week. (Previously, time and one-half for the first 8 continuous hours worked on Saturdays, Sundays and paid holidays and double time thereafter. Also, double time on the seventh consecutive day worked, payable after 48 hours worked per week).

Acting Pay: Employee receives the higher rate of pay after 10 (8) hours worked out of 40 hours.

**Paid Holidays:** 1 floating day is added for a total of 12 days. Employee must work the shift before or after the statutory holiday (previously both) in order to be eligible.

Paid Vacation: 3 weeks after 3 (5) years' service and 4 weeks after 10 (12) years.

Bereavement Leave:	Probationary employees are added to the provision (new).
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Jury Duty and Crown Witness Leave:	Jury duty or summoned as witness stipulation added to the provision (new). Employee retains any expense monies received (new).
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Maternity Leave: Unpaid leave extended to 26 (17) weeks. Employee continues to accumulate seniority, vacation and health and welfare benefits (new).

Sick Leave:	<u>Discretionary Sick Leave Pool (new)</u> - At the employer's discretion, employee with 15 years' service or more may receive up to a maximum of 25 days' paid leave if there is a recurrence of the same illness or a series of serious illnesses.
Health and Welfare:	<u>Dependant Life Insurance</u> - \$3,000 (\$1,000) coverage for spouse and \$2,000 (\$500) per dependant child.  <u>Weekly Indemnity</u> - Maximum benefit increases to \$250 (\$180) per week.
Safety Shoe Allowance (new):	Employer pays 100% of cost to a maximum of \$70 in the first contract year and \$75 in the second year.
Temporary Employees:	Temporary employees are now included in the bargaining unit after 1 month's service and are eligible for benefits except pension and dental benefits.

#### TRANSPORTATION

St. Lawrence Seaway Authority in Ontario and Quebec - Railway, Transport and General Workers (CLC) (operational, maintenance and headquarters employees): Two 12-month extended agreements in accordance with the Public Sector Compensation Restraint Act, effective from January 1, 1983 to December 31, 1983, covering 596 Ontario employees.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	6%
	<u>Operations and Maintenance</u> (40 hours per week)	
	Labourer	\$10.78 (\$10.17)
	Electrician	\$13.50 (\$12.74)
	<u>Clerical, Technical and Stores</u> (37.5 hours per week)	
	Clerk - Records (Job Class 2)	\$9.31-\$9.60 (\$8.78-\$9.06)
	Real Property Agent (Job Class 16)	\$14.90-\$15.35 (\$14.06-\$15.03)
	Previous rates include COLA fold-ins of 15¢ or 16¢ generated during the life of previous agreements.	

Cost of Living Provision:	Inoperative.
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Glengarry Transport Limited (Operations Division), Intercity\* - Local 186, National Council of Canadian Labour (Ind.): A 36-month renewal agreement effective from January 1, 1983 to December 31, 1985, covering 248 Ontario employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

\* Includes several Ontario cities and Montreal, Quebec.

Wages:	Effective	Jan. 2/84	Sept. 3/84
General Increases		75¢	50¢
Tire Man		\$10.80 (\$10.05)	\$11.30
Skilled Mechanic		\$12.31 (\$11.56)	\$12.81
Effective	Dec. 31/84	Sept. 2/85	
General Increases	75¢	75¢	
Tire Man	\$12.05	\$12.80	
Skilled Mechanic	\$13.56	\$14.31	

Mileage Rates - Drivers on highway operations and Load and Go drivers: Effective January 2, 1984, 25.52¢-25.94¢ (24.02¢-24.44¢) per mile, depending on number of axles. Effective September 3, 1984, 26.52¢-26.94¢. Effective December 31, 1984, 28.02¢-28.44¢. Effective September 2, 1985, 29.52¢-29.94¢. Additional premiums for double and triple hook-ups have not changed.

Part-time and Student Rate - Effective January 2, 1984, \$8.75 (\$8.00) per hour. Effective September 3, 1984, \$9.25. Effective December 31, 1984, \$10.00. Effective September 2, 1985, \$10.75.

Incentive Rates (new) - Drivers on stake trucks and pop vans are guaranteed a minimum of 8 hours' pay at the regular hourly rate plus cost of living.

Non Terminal Drops or Pickups - Effective January 2, 1984, \$4.30 - \$17.70 (\$4.00-\$16.50) per mile for 0 to 30 miles one-way. Effective September 3, 1984, \$4.50-\$18.50. Effective December 31, 1984, \$4.75-\$19.70. Effective September 2, 1985 \$5.05-\$20.85.

Cost of Living Allowance: Effective after October 1, in 1982, 1983 and 1984, 10¢ per hour and .0025 per mile driven for each 1% rise in the Consumer Price Index - 1971=100, above the base index month of September in each year. Triggers at 5%. Payable as a lump sum in November of each calendar year. (Basic formula is unchanged).

Night Shift Premium: 35¢ (25¢) per hour for maintenance employee.

Lead Hand Premium:	50¢ (25¢) per hour above maintenance classification rate and 40¢ (20¢) per hour above dock rate of pay.
Overtime Pay:	Time and one-quarter for work performed in the garage between the hours of 8:00 a.m. and midnight Saturday and time and one-half between 12:01 a.m. and 8:00 p.m. Sunday (new) for maintenance only.
Bereavement Leave:	Effective January 1, 1983, common-law spouse, adopted parents and adopted children are added to the provision for 3 days' paid leave.
Health and Welfare:	Load and Go drivers are entitled to the present fringe benefit package.  <u>Weekly Indemnity</u> - Minimum benefit increases to \$1,001 (\$900) per month or UIC allowable benefit, whichever is greater, not exceeding 70% of regular earnings.
Pension Plan:	Pension benefits purchased beginning March 1, 1983, will match those of the Teamsters.
Diesel Training Course:	Employer contributes a maximum of \$400 (\$200) for mechanic.
Meal Allowance:	\$9 (\$8) per day for highway driver on lay-over at foreign terminals and \$8 (\$5) for maintenance employee for each 4 hours away from his terminal.
Mileage Allowance:	30¢ (20¢) per mile for employees required to use their own car during the course of duty.
Safety Footwear Allowance:	Employer contributes \$50 (\$45) towards the cost of 2 pairs of safety shoes per year for garage employee and 1 pair of safety shoes or boots for all other employees, including Load and Go Division employees (new).
Tool Allowance:	\$250 (\$200) per year for maintenance employee.
Tool Insurance (new):	Employer provides full theft insurance coverage with a deductible of \$200, for maintenance employee.

London Transit Commission - Division 741, Transit Union (AFL-CIO/CLC): A 24-month agreement effective from July 1, 1982 to June 30, 1984, covering 370 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>July 1/82</u>	<u>July 1/83</u>
General Increases*		9%	5%
Bus Operator after 1 year		\$9.91 (\$9.02)	\$10.45
Mechanic		\$10.57 (\$9.62)	\$11.14

\* An existing 90¢ COLA float was added to both the previous and the July 1, 1982 wage rates to arrive at the first and second year increases. The 90¢ COLA continues to float.

Cost of Living Allowance:

1¢ per full 0.25 point fall in the Consumer Price Index - 1971=100, last adjustment based on the CPI for March 1984. (Previously, 1¢ per full 0.25 point rise or fall in the CPI - 1971=100.)

## COMMUNICATION

Canada Post Corporation - Public Service Alliance (CLC) (2,250 clerical, drafting and office equipment employees): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement effective June 23, 1982 to January 8, 1984, is amended and extended from December 12, 1982 to December 11, 1984.

Wages:	Effective	<u>Dec. 12/82</u>	<u>Dec. 12/83</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	CR-1	\$12,316-\$14,068 (\$11,619-\$13,272)	\$12,932-\$14,771
	CR-4	\$19,315-\$21,121 (\$18,222-\$19,925)	\$20,281-\$22,177
	CR-7	\$27,615-\$30,231 (\$26,052-\$28,520)	\$28,996-\$31,743

For details of previous agreement, see page 326 of the June, 1982 Report.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

## ELECTRIC POWER, GAS AND WATER UTILITIES

The Consumers' Gas Company at Toronto and other southeastern Ontario centres - Local 001, Energy and Chemical Workers\* (CLC) (680 hourly-rated employees): A 20-month renewal agreement effective from September 8, 1982 to April 30, 1984, settled during a work stoppage. Duration of negotiations - 6 months.

\* Previously, the National Union of Independent Gas Workers, who merged with the Energy and Chemical Workers in February, 1981.

Wages:	Effective	<u>Sept. 8/82</u>	<u>Sept. 4/83</u>
	General Increases	9%	5%
	Labourer	\$10.13 (\$9.29)	\$10.64

	<u>Sept. 8/82</u>	<u>Sept. 4/83</u>
Truck Driver	\$10.83 (\$9.94)	\$11.38
Pipeline Welder	\$13.08 (\$12.00)	\$13.73

Previous rates reflect an increase or adjustment of 3% that was not included in negotiated wages.

Lump Sum Payment:	\$280 will be paid to all employees who were on the payroll on September 8, 1982 and returned to work upon ratification.
Hours of Work:	40 per week (unchanged).
Overtime Pay:	Double time (time and one-half).
Shift Premium:	0-50¢-75¢ (0-25¢-30¢); Saturday, \$1-\$1-\$1 (50¢-50¢-50¢).
Paid Holidays:	9 designated days, plus 3 (2) floating non-premium holidays.
Paid Vacation:	6 weeks (new) after 30 years' service. Also, 2 weeks after 10 months, 3 weeks after 5 years, 4 weeks after 10 years and 5 weeks after 20 years (unchanged).
Health and Welfare:	<u>Life Insurance</u> - \$25,000 (\$13,000) coverage.
Cleaning Allowance (new):	\$1.50 per week.
Meal Allowance:	\$5 (\$4) after 3 hours' overtime.
Tool Allowance:	\$100 (\$75) per year for auto mechanic.

#### RETAIL TRADE

Dominion Stores Limited at Sudbury - Local 579, Retail, Wholesale Employees (AFL-CIO/CLC) (full-time and part-time employees): One 18 1/2-month full-time renewal agreement effective from November 15, 1982 and one 18-month part-time renewal agreement effective from November 22, 1982, with wages retroactive to June 1, 1982. The agreements covering 385 employees expire May 31, 1984 and were settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 1/82</u>	<u>June 1/83</u>
	General Increases*		
	Full-time Employees	\$1.05 per hour	\$1.05 per hour
	Part-time Employees	75¢ per hour	75¢ per hour

	<u>June 1/82</u>	<u>June 1/83</u>
<u>Maximum Hourly Rates</u>		
<u>Full-time Employees</u>		
Clerk "A" - hired after October 1, 1978 (15 months)	\$10.85 (\$9.80)	\$11.90
Clerk "A" - hired prior to October 1, 1978 (15 months)	\$11.02 (\$9.97)	\$12.07
Meat Cutter (12 months)	\$12.56 \$11.51)	\$13.61
<u>Part-time Employees</u>		
Student and Non-student	\$8.70 (\$7.95)	\$9.45

\*Increases are prorated for part-time employees and clerks only from 50% at the start to 100% at the top of each classification.

Economic  
Adjustment  
(Full-time):

Four quarterly payments of \$91 each (unchanged) in each year of the agreement, beginning September, 1982.

Night Shift  
Premium:

70¢ (65¢) per hour.

Night Shift  
Leader Premium:

60¢ (55¢) per hour in addition to the night shift premium.

Health and  
Welfare:

Optical Plan (Full-time) - Effective January 1, 1983, maximum claim for eyeglasses is \$80 (\$60) every 2 years.

Dental Plan - Effective January 1, 1984, employer contributes 8¢ (7¢) per hour worked.

## EDUCATION AND RELATED SERVICES

Metropolitan Toronto\*, North York City and the Boroughs of Scarborough, Etobicoke, East York and York Boards of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.)\*\* (6,730 employees): Six 12-month agreements effective from September 1, 1982 to August 31, 1983, subject to the provisions of the Inflation Restraint Act, 1982.

\*Metropolitan Toronto Board of Education has an agreement with 150 employees to teach in the Schools for the Retarded. In addition, as the funding agent for all area school agreements, the Metropolitan Toronto Board of Education is signatory to all six agreements listed above.



\*\*In addition, Association des Enseignants Franco-Ontariens (Ind.) is a party to the agreement with the City of North York.

Wages:	Effective	Sept. 1/82
	General Increase	9%
	Teacher-Category D 0-7 years	\$13,282-\$22,568 (\$12,185-\$20,705)
	Teacher-Category A1 0-10 years	\$18,665-\$32,128 (\$17,124-\$29,475)
	Teacher-Category A4 0-10 years	\$22,435-\$40,025 (\$20,583-\$36,720)
	Vice-Principal (Elementary School) 0-3 years	\$39,334-\$42,985 (\$36,086-\$39,436)
	Co-ordinator - 10 month term 0-3 years	\$43,273-\$47,174 (\$39,700-\$43,279)
	Principal (Elementary School) 0-4 years	\$45,341-\$50,250 (\$41,597-\$46,101)

Health and Welfare: Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule. Major restorative coverage added at 80% co-insurance to a maximum of \$1,000 per year. Orthodontic coverage added at 50% co-insurance to a maximum of \$1,000 per year and \$2,000 lifetime. Employer pays 50% (75%) of the premium costs.

Metropolitan Toronto Separate School Board - Local 1280, Canadian Union of Public Employees (CLC) (765 maintenance, services and plant operations employees): A 12-month agreement effective from July 1, 1982 to June 30, 1983, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	July 1/82
	General Increase	9%
	Matron	\$8.55 (\$7.85)
	Head Caretaker (varies by size of school)	\$10.73-\$12.62 (\$9.85-\$11.58)
	Plumber	\$16.06 (\$14.74)

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-39¢-39¢ (0-35¢-35¢). Night shift premium is seldom applicable.

Paid Holidays:	11, or 12 if Remembrance Day is observed (unchanged).
Paid Vacation:	3 weeks after 1 year's service, 4 weeks after 10 years, 5 weeks after 18 years, 5 weeks plus 1 day after 25 years, 5 weeks plus 2 days after 26 years, 5 weeks plus 3 days after 27 years and 6 weeks after 28 years (unchanged).
Health and Welfare:	OHIP - Employer continues to pay 100% of premium costs in effect at the beginning of every 6-month period during the agreement.
Workmen's Compensation Board Benefits:	Eligible recipients receive 75% of regular salary paid directly from the Workmen's Compensation Board. (Previously, employer paid eligible recipients 100% of regular salary and were partially reimbursed by retaining the WCB payments equal to 75%. The remainder was charged to the employee's sick leave bank.)

North York City Board of Education - Local 1265, Canadian Union of Public Employees (CLC) (745 caretakers and matrons): A 12-month agreement effective from January 1, 1983 to December 31, 1983, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%, with a minimum of \$750 per year*
	Matron	\$8.67 (\$8.26)
	Caretaker (after 1 year)	\$10.02 (\$9.54)
	Head Caretaker (combined schools)	\$12.47 (\$11.88)
Lump Sum Payment*:	Employee who receives less than \$1,000 per year increase on wage grid is paid the difference between the increase received and \$1,000 in the form of a lump sum payment. Pro-rated for part-time employees based on hours worked.	

North York City Board of Education - Local 1353, Canadian Union of Public Employees (CLC) (675 office and clerical employees): A 12-month agreement effective from January 1, 1983 to December 31, 1983, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%, with a minimum of \$750 per year*
	<u>Annual Rates</u>	
	Clerk, Grade 3 (35-hour week)	\$14,307-\$16,875 (\$13,557-\$16,071)

Jan. 1/83

Clerk, Grade 5 (35-hour week)	\$19,024-\$22,454 (\$18,118-\$21,385)
Senior Draftsman (35-hour week)	\$24,297-\$27,962 (\$23,140-\$26,630)
Clerk, Grade 7 (35-hour week)	\$24,414-\$28,639 (\$23,251-\$27,275)

Lump Sum Payment\*: Employee who receives less than \$1,000 per year increase on wage grid is paid the difference between increase received and \$1,000 in the form of a lump sum payment. Pro-rated for part-time employees based on hours worked.

Scarborough Borough Board of Education - Local 149, Canadian Union of Public Employees (CLC) (full-time operations and maintenance employees):  
A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 825 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%, with a minimum of \$750 per year*
	Matron	\$8.05-\$8.67 (\$7.67-\$8.26)
	Caretaker	\$9.39-\$10.02 (\$8.94-\$9.54)
	Plumber	\$16.28 (\$15.50)

Probationary period is 90 days for Plumber and 6 months for Matron and Caretaker. Maximum rates for Matron and Caretaker are reached after one year.

Lump Sum Payment\*: Employee who receives less than \$1,000 per year increase on wage grid is paid the difference between increase received and \$1,000 in the form of a lump sum payment.

Scarborough Borough Board of Education - Local 149, Canadian Union of Public Employees (CLC) (part-time operations and maintenance employees):  
A 12-month renewal agreement effective from January 1, 1983 to December 31, 1983, covering 225 employees revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%, with a minimum of \$750 per year*

Jan. 1/83

Student	\$5.54-\$5.83 (\$5.18-\$5.47)
Cleaner	\$5.86-\$6.49 (\$5.50-\$6.13)

Probationary period is 125 days of work. Maximum rates are reached after 1 year.

Lump Sum  
Payment\*:

Employee who receives less than \$1,000 per year increase on wage grid is paid the difference between increase received and \$1,000 in the form of a lump sum payment. Pro-rated, based on hours worked per year.

Toronto City Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (2,330 employees): A 12-month agreement effective from September 1, 1982 to August 31, 1983, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages

Effective	<u>Sept. 1/82</u>
General Increase	9%
Teacher-Category D 0-7 years	\$13,282-\$22,568 (\$12,185-\$20,705)
Teacher-Category A1 0-10 years	\$18,665-\$32,128 (\$17,124-\$29,475)
Teacher-Category A4 0-10 years	\$22,435-\$40,025 (\$20,583-\$36,720)
Vice-Principal (Elementary School) 0-3 years	\$39,334-\$42,985 (\$36,086-\$39,436)
Co-ordinator (10-month term) 0-3 years	\$43,273-\$47,174 (\$39,700-\$43,279)
Principal (Elementary School) 0-4 years	\$45,341-\$50,250 (\$41,597-\$46,101)

Health and  
Welfare:

Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

Staffing:

24 teachers above the number required by formula are to be added for the 1983-84 school year.

Toronto City Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (2,200 employees): A 12-month agreement effective from September 1, 1982 to August 31, 1983, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Sept. 1/82</u>
	General Increase	9%
	Teacher-Category I 0-10 years	\$18,665-\$32,128 (\$17,124-\$29,475)
	Teacher-Category IV 0-10 years	\$22,435-\$40,025 (\$20,583-\$36,720)
	<u>Vice-Principals</u>	
	Junior High School 0-3 years	\$41,322-\$45,226 (\$37,910-\$41,492)
	Secondary School 0-3 years	\$43,273-\$47,174 (\$39,700-\$43,279)
	Co-ordinator (12-month term) 0-3 years	\$47,785-\$51,685 (\$43,839-\$47,417)
	<u>Principals</u>	
	Junior High School 0-2 years	\$48,439-\$52,339 (\$44,439-\$48,017)
	Secondary School 0-3 years	\$50,590-\$54,487 (\$46,413-\$49,988)

Cost of Living Provision: Deleted. (Previous formula paid an average lump sum payment of \$40 per employee at the end of the agreement.)

Health and Welfare: Dental Plan - Coverage is based on the 1982 (1981) Ontario Dental Association fee schedule.

Staffing: 24 teachers above the number required by formula are to be added for the 1983-84 school year.

Waterloo County Board of Education - Non-Academic Staff Association (Ind.): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 445 employees, revised subject to the provisions of the Inflation Restraint Act, 1982. Previous agreement was effective from January 1, 1982 to December 31, 1983.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%, with a minimum of \$750 per year



Jan. 1/83

Annual Rates

Level 1 (includes Junior Clerk)	\$8,840-\$12,488 (\$8,090-\$11,738)
Level 11 (includes Accountant)	\$19,548-\$28,254 (\$18,617-\$26,909)

Probationary period is 6 months. Maximum rates are reached on merit.

Hourly Rates for Academic Year Clerical/Secretarial Staff - Based on annual rates for full-time non-academic staff divided by 1,820 hours per year.

Lump Sum Payment: \$325 on or before July 1, 1983, for each employee continuously employed during the period January 1, 1983 to July 1, 1983. Pro-rated on a calendar year basis for those not continuously employed and for those who terminated employment during this period. Also pro-rated for academic clerical/secretarial staff based upon hours worked per year. (Unchanged. Payment is a result of negotiations for previous agreement.)

The Ontario Institute for Studies in Education at Toronto - Local 7, Canadian Educational Workers (Ind.): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 325 employees, revised subject to the provisions of the Inflation Restraint Act, 1982. Previous agreement effective from January 1, 1982 to December 31, 1983, had a reopener clause for wages and hours, for the period January 1, 1983 to December 31, 1983.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%
	Graduate Assistant	\$6,550* (\$6,238)*

\*Excludes 4% vacation pay, and reflects a total appointment consisting of 10 hours per week for 35 weeks.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Ltd. (Engineering Company and International Company) at Mississauga, Ontario and Montreal, Quebec - Society of Professional Engineers (Ind.) (670 employees): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement effective from January 1, 1981 to December 31, 1983, is amended and extended from January 1, 1983 to December 31, 1984.

Wages:	Effective	Jan. 1/83	Jan. 1/84
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	PG-1 (Junior Engineer)	\$23,640-\$28,595 (\$22,302-\$26,976)	\$24,822-\$30,025
	PG-4 (Full-Fledge Engineer)	\$42,854-\$47,446 (\$40,428-\$44,760)	\$44,996-\$49,818*
	PG-6 (Specialist/Internal Consultant)	\$52,883-\$57,717* (\$49,890-\$54,450)	\$55,527-\$60,603*

Previous wage rates reflect a scheduled community related adjustment made January 1, 1982 equal to 14%, determined on the basis of a formula tied to Pay Research Bureau AUTOCODS data. In addition, the previous rates reflect a scheduled increase of \$300 per year effective July 1, 1982. The AUTOCODS related adjustment scheduled for January 1, 1983 and the \$200 per year increase scheduled for July 1, 1983 have been preempted by PSCRA amendments.

\*Section 6 (5) of the PSCRA specifies that those employees whose maximum salary range as of June 29, 1982 equals or exceeds \$49,500, are not entitled to merit increases, incremental increases or performance awards during the 24-month period during which their compensation plan is extended.

Hours of Work: 36 1/4 (37 1/2) per week as previously scheduled through negotiations for the January 1, 1981-December 31, 1983 agreement.

For details of previous agreement, see page 81 of the February, 1981 Report.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Canadian Press and Broadcast News at Toronto and Ottawa - Local 213, Newspaper Guild (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1983 to December 31, 1983, covering 320 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Jan. 1/83
	General Increase	9.5%
	<u>Editorial</u>	
	Group 10 (Messenger)	\$242.17 (\$221.16)

Jan. 1/83

Group 3 (includes Reporter Editor)	\$396.08-\$625.79 (\$361.72-\$571.50)
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Group 1 (Assistant Chief of Bureau)	\$718.86 (\$656.49)
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Business Office

Group 1 (Senior Accountant)	\$604.63 (\$552.17)
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Probationary period is 3 months of continuous employment.  
Maximum rate for Reporter Editor is reached after 5 years.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute (Ind.) (chemistry group): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from December 22, 1982 to December 21, 1984, covering 246 Ontario employees.

Wages:	Effective	<u>Dec. 22/82</u>	<u>Dec. 22/83</u>
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General Increases (PSCRA)	6%	5%
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Annual Rates

CH-1	\$14,975-\$28,175 (\$14,127-\$26,580)	\$15,724-\$29,584
CH-2	\$27,343-\$35,341 (\$25,759-\$33,341)	\$28,710-\$37,108
CH-5	\$45,636-\$51,527* (\$43,053-\$48,610)	\$47,918-\$54,103*

\* Section 6 (5) of the PSCRA specifies that those employees whose maximum salary range as of June 29, 1982 equals or exceeds \$49,500, are not entitled to merit increases, incremental increases or performance awards during the 24-month period that their compensation plan is extended.

Note: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Professional Institute (Ind.) (1,830 commerce group employees): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from December 22, 1982 to December 21, 1984.

Wages:	Effective	<u>Dec. 22/82</u>	<u>Dec. 22/83</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	CO-1	\$25,952-\$34,526 (\$24,483-\$32,572)	\$27,250-\$36,252
	CO-3	\$41,463-\$53,112* (\$39,116-\$50,106)	\$43,536-\$55,768*
	CO-4	\$47,340-\$57,586* (\$44,660-\$54,326)	\$49,707-\$60,465*

\*Section 6 (5) of the PSCRA specifies that those employees whose maximum salary range as of June 29, 1982, equals or exceeds \$49,500 are not entitled to merit increases, incremental increases or performance awards during the 24-month period that their compensation plan is extended.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Professional Institute (Ind.) (580 veterinary science group employees): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from December 29, 1982 to December 28, 1984.

Wages:	Effective	<u>Dec. 29/82</u>	<u>Dec. 29/83</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	VS-1	\$30,469-\$37,211 (\$28,744-\$35,105)	\$31,992-\$39,072
	VS-3	\$39,280-\$47,725 (\$37,057-\$45,024)	\$41,244-\$50,111*
	VS-5	\$49,303-\$57,092* (\$46,512-\$53,860)	\$51,768-\$59,947*

\*Section 6 (5) of the PSCRA specifies that those employees whose maximum salary range as of June 29, 1982, equals or exceeds \$49,500 are not entitled to merit increases, incremental increases or performance awards during the 24-month period that their compensation plan is extended.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (auditing group) (2,595 employees): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from December 21, 1982 to December 20, 1984.

Wages:	Effective	<u>Dec. 21/82</u>	<u>Dec. 21/83</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	AU-1	\$26,604-\$31,411 (\$25,098-\$29,633)	\$27,934-\$32,982
	AU-3	\$38,075-\$42,531 (\$35,920-\$40,124)	\$39,979-\$44,658
	AU-5	\$48,123-\$52,979* (\$45,399-\$49,980)	\$50,529-\$55,628*

\*Section 6 (5) of the PSCRA specifies that those employees whose maximum salary range as of June 29, 1982 equals or exceeds \$49,500, are not entitled to merit increases, incremental increases or performance awards during the 24-month period that their compensation plan is extended.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (4,385 correctional group, supervisory and non-supervisory employees): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, two agreements effective from August 5, 1981 to March 31, 1983, are amended and extended from December 1, 1982 to November 30, 1984.

Wages:	Effective	<u>Dec. 1/82</u>	<u>Dec. 1/83</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	<u>Custodial Sub-group</u>		
	CX-COF-1 (non-supervisory)	\$20,508-\$26,042 (\$19,347-\$24,568)	\$21,533-\$27,344
	CX-COF-8 (supervisory)	\$29,668-\$33,642 (\$27,989-\$31,738)	\$31,151-\$35,324
	<u>Staff Instructor Sub-group</u>		
	CX-STI-2 (non-supervisory)	\$29,668-\$33,642 (\$27,989-\$31,738)	\$31,151-\$35,324



For details of previous agreement, see page 535 of the August, 1981 Report.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (7,540 engineering and scientific support group employees): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from December 22, 1982 to December 21, 1984.

Wages:	Effective	<u>Dec. 22/82</u>	<u>Dec. 22/83</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	EG-ESS 1	\$17,222-\$19,094 (\$16,247-\$18,013)	\$18,083-\$20,049
	EG-ESS 6	\$25,575-\$28,660 (\$24,127-\$27,038)	\$26,854-\$30,093
	EG-ESS 11	\$42,980-\$48,444 (\$40,547-\$45,702)	\$45,129-\$50,866*

\* Section 6(5) of the PSCRA specifies that those employees whose maximum salary range as of June 29, 1982 equals or exceeds \$49,500, are not entitled to merit increases, incremental increases or performance awards during the 24-month period that their compensation plan is extended.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (5,785 general technical, technical inspection and social science support group, employees): A 24-month extended agreement in accordance with the Public Sector Compensation Restraint Act, effective from December 22, 1982 to December 21, 1984.

Wages:	Effective	<u>Dec. 22/82</u>	<u>Dec. 22/83</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	<u>General Technical Group</u>		
	GT-1	\$20,760-\$22,472 (\$19,585-\$21,200)	\$21,798-\$23,596

	<u>Dec. 22/82</u>	<u>Dec. 22/83</u>
GT-4	\$29,998-\$32,796 (\$28,300-\$30,940)	\$31,498-\$34,436
GT-8	\$48,441-\$53,030* (\$45,699-\$50,028)	\$50,863-\$55,682*

Technical Inspection Group

TI-1	\$21,763-\$23,604 (\$20,531-\$22,268)	\$22,851-\$24,784
TI-4	\$28,318-\$30,917 (\$26,715-\$29,167)	\$29,734-\$32,463
TI-8	\$43,402-\$47,654 (\$40,945-\$44,957)	\$45,572-\$50,037*

Social Science Support Group

SI-1	\$22,384-\$25,737 (\$21,117-\$24,280)	\$23,503-\$27,024
SI-4	\$31,830-\$34,845 (\$30,028-\$32,873)	\$33,422-\$36,587
SI-8	\$50,207-\$55,013* (\$47,365-\$51,899)	\$52,717-\$57,764*

\*Section 6 (5) of the PSCRA specifies that those employees whose maximum salary range as of June 29, 1982, equals or exceeds \$49,500 are not entitled to merit increases, incremental increases or performance awards during the 24-month period that their compensation plan is extended.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

PROVINCIAL ADMINISTRATION

Workmen's Compensation Board, Ontario, province-wide - Local 1750, Canadian Union of Public Employees (CLC) (1,700 employees): A 12-month agreement effective from October 1, 1982 to September 30, 1983, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages: Effective Oct. 1/82

General Increase 9%

Weekly Rates

Clerical and Administrative

Salary Grade 001 (includes Filing Clerk 4)	\$261.59-\$288.20 (\$239.99-\$264.40)
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Oct. 1/82

Salary Grade 009	\$439.88-\$540.20
(includes Translator Specialist)	(\$403.56-\$495.60)

Industrial

Salary Grade 021	\$276.96-\$293.06
(Sewing Machine Operator)	(\$254.09-\$268.86)

Salary Grade 032	\$453.61-\$487.68
(includes Electrician)	(\$416.16-\$447.41)

LOCAL ADMINISTRATION

Ottawa City Board of Commissioners of Police - Police Association (Ind.) (police personnel): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 601 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Dec. 24/82</u>
	General Increase	5%

Annual Rates

Police Constable (3rd Class)	\$24,960.21 (\$23,771.65)
Police Constable (1st Class)	\$31,610.30 (\$30,105.03)
Senior Staff Sergeant	\$41,803.93 (\$39,813.15)

Ottawa City Corporation - Local 162, Fire Fighters (AFL-CIO/CLC): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 515 employees, revised subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%

Annual Rates

Firefighter Third Class	\$24,882.15 (\$23,697.29)
Firefighter First Class	\$31,610.28 (\$30,105.03)
Platoon Chief	\$44,254.34 (\$42,146.99)

Ottawa City Corporation and Ottawa-Carleton Regional Municipality - Local 503,  
Canadian Union of Public Employees (CLC): Two 12-month  
 agreements effective from January 1, 1983 to December 31, 1983,  
 covering 3,330 employees, revised subject to the provisions of  
 the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Dec. 23/82</u>
	General Increase	5%
	General Labourer	\$9.02-\$9.68 (\$8.59-\$9.22)
	Electrician III	\$13.18 (\$12.55)
	Effective	<u>Dec. 24/82</u>

Annual Rates

Clerk I	\$13,250.61-\$16,831.19 (\$12,619.63-\$16,029.70)
Administration Officer VIII	\$32,319.90-\$38,557.54 (\$30,780.86-\$36,721.47)

Probationary period is 6 consecutive calendar months worked.  
 Maximum rates for Labourer are reached after 6 months, for Clerk  
 I after 5 annual increases and for Administration Officer VIII  
 after 4 annual increases.

St. Catharines City Corporation - Local 150, Canadian Union of Public Employees (CLC)  
(outside employees): A 12-month agreement effective from January  
 1, 1983 to December 31, 1983, covering 210 employees, revised  
 subject to the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%, with a minimum of \$1,000 per year
	Grade 2 (includes Labourer)	\$9.25 (\$8.77)
	Grade 9 (includes Carpenter)	\$11.12 (\$10.59)

Toronto City Corporation - Locals 43 and 79, Canadian Union of Public Employees  
(CLC): Two 12-month agreements effective from January 1, 1983 to  
 December 31, 1983, covering 4,325 employees, revised subject to  
 the provisions of the Inflation Restraint Act, 1982.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%, with a minimum of \$1,000 per year
	<u>Inside Employees</u>	
	Mail Clerk	\$7.23-\$9.04 (\$6.68-\$8.49)
	Senior Real Estate Appraiser	\$19.04-\$20.93 (\$18.13-\$19.93)
	<u>Outside Employees</u>	
	Labourer	\$9.99-\$10.28 (\$9.51-\$9.79)
	Auto Mechanic	\$14.31 (\$13.63)

Probationary period is six months worked. Maximum rates for Mail Clerk and Senior Real Estate Appraiser are reached after three annual increases and for Labourer after one 3-month increase.

York Regional Municipality and York Regional Land Division Committee - Local 1953, Canadian Union of Public Employees (CLC): A 12-month agreement effective from January 1, 1983 to December 31, 1983, covering 280 employees, revised subject to the provisions of the Inflation Restraint Act, 1982. Previous agreement was effective from January 1, 1982 to December 31, 1983.

Wages:	Effective	<u>Jan. 1/83</u>
	General Increase	5%, with a minimum of \$1,000 per year
	Housekeeper	\$6.77-\$7.26 (\$6.26-\$6.75)
	Clerk Steno	\$7.48-\$8.81 (\$6.93-\$8.27)
	Labourer/Driver	\$9.56-\$9.93 (\$9.08-\$9.45)
	Planner III	\$17.58-\$21.63 (\$16.75-\$20.60)

Maximum rates are reached on completion of the 6-month probationary period for Housekeeper and Labourer/Driver and after 30 months for Clerk Steno and 42 months for Planner III.



Paid Holidays: The floating day added in the second year of the previous agreement is deleted for a total of 11 days.

For details of previous agreement see page 366 of the June 1982 Report.

# ADDENDUM

## June 1982 Settlements

### CONSTRUCTION

Interior Systems Contractors Association of Ontario - Local 675, Carpenters (AFL-CIO)  
(industrial, commercial, institutional and residential construction sectors): A 22 1/2-month renewal agreement effective from June 15, 1982 to April 30, 1984, covering 900 employees, settled at the post conciliation bargaining stage and ratified in June, 1982. Duration of negotiations - 2 1/2 months.

Effective	June 15/82	Nov. 1/82
Package Increases	95¢	\$1.25
Wages: Increases	85¢-\$1.85	\$1.00
Additional Adjustments	Wage zones eliminated	
Journeyman Lather	\$14.00	\$15.00
(Zone 1	\$12.65)	
(Zone 2	\$12.15)	
(Zone 3	\$13.15)	
(Zone 4	\$12.65)	
(Zone 5	\$13.15)	

Effective	May 1/83	Nov. 1/83
Package Increases	\$1.20	\$1.10
General Increases	\$1.00	\$1.00
Journeyman Lather	\$16.00	\$17.00

Hours of Work: 5 1/2 (8) hours on Friday. 37 1/2 (40) hours per week.

Occupied Premises Work Outside the Regular Working Day: Straight time (previously 8 hours' pay for 7 hours worked).

Fringe Benefit Fund: Effective November 1, 1982, employer contributes \$1.85 (\$1.70) per hour worked per employee to cover Welfare, Pension, Supplemental Unemployment Benefits, Union Dues and Industry Funds. Effective May 1, 1983, \$1.95.

Travel and Board Allowances:	Up to 30 miles	-	Nil
	30 to 40 miles	-	\$5 per day
	40 to 60 miles	-	\$15 per day
	60 to 100 miles	-	\$20 per day
	100 to 150 miles	-	\$30 per day (room and board) for 5 days
	Beyond 150 miles	-	\$30 per day (room and board) for 7 days

Previously,

Up to 35 miles	-	Nil
35 to 45 miles	-	1/2 hour per day at the journeyman's hourly rate
45 to 60 miles	-	1 hour per day at the journeyman's hourly rate
60 to 150 miles	-	\$30 per day (room and board) for 5 days
Beyond 150 miles	-	\$30 per day (room and board) for 7 days

National Elevator and Escalator Association, province-wide - Locals 60, 90 and 96, Elevator Constructors (AFL-CIO/CFL) (commercial, industrial and institutional construction): A 23-month renewal agreement effective from June 9, 1982 to April 30, 1984, covering 1,000 Ontario employees, settled at the bargaining stage in June, 1982. Duration of negotiations - 3 months.

Effective	June 9/82	Oct. 1/82	May 1/83	Oct. 1/83
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Package Increases (Toronto, Hamilton and Ottawa)	\$2.00		\$2.00	
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Wages:	Increases	50¢-\$1.68	\$1.95 for Thunder Bay only	\$1.62-\$1.65 for Toronto Hamilton and Ottawa	\$1.76 for Thunder Bay only
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Journeyman Elevator Mechanic

Thunder Bay	\$14.55 (\$14.05)	\$16.50	\$16.50	\$18.26
Ottawa	\$16.44 (\$14.79)	\$16.44	\$18.09	\$18.09
Toronto	\$16.71 (\$15.05)	\$16.71	\$18.36	\$18.36
Hamilton	\$17.17 (\$15.49)	\$17.17	\$18.79	\$18.79

Paid Holidays: Easter Monday is added in 1983 and 1984 for a total of 11 days per year.

Welfare Fund: Employer contributes 43¢ (38¢) per hour. Effective May 1, 1983, 48¢.

Pension Fund: Employer contributes \$1.40 (\$1.30) per hour. Effective May 1, 1983, \$1.50.

Board Allowance: \$40 (\$35) per day in the area between the 40 to 150 mile radius from Toronto City Hall, outside of the secondary jurisdiction of Hamilton City Hall and outside the primary jurisdiction of Ottawa City Hall. Effective May 1, 1983, \$45.

Beyond the areas noted above, \$280 (\$245) per week. Effective May 1, 1983, \$315.

Mileage Allowance: 25¢ (20¢) per kilometer or 40¢ (32¢) per mile.

Ontario Sheet Metal and Air Handling Group - Ontario Sheet Metal Workers Conference, Sheet Metal Workers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1982 to April 30, 1984, covering 5,000 employees, settled with mediation assistance during a work stoppage and ratified in June, 1982. Duration of negotiations - 4 months.

	<u>June 7/82</u>	<u>May 1/83</u>
Package Increases	\$2.00	\$2.00

Local 504, Sault Ste. Marie

	<u>Effective</u>	<u>May 1/82</u>	<u>June 7/82</u>	<u>Aug. 1/82</u>	<u>May 1/83</u>
Wages:					
	Increases	1¢	\$1.82	-24¢*	\$1.59
	Journeyman and Sheeter/Decker	\$13.08 (\$13.07)	\$14.90	\$14.66	\$16.25

\*Diverted to fund benefits.

Shift Premium: 2nd Shift - \$1.87 per hour (previously 7 hours work for 8 hours' pay); 3rd shift - \$2.80 per hour (previously 7 hours work for 8 1/2 hours' pay). Effective June 7, 1982, \$2.13 and \$2.34, respectively. Effective August 1, 1982, \$2.09 and \$3.14. Effective May 1, 1983, \$2.32 and \$3.48.

Benefit Funds: Effective August 1, 1982, employer contributes \$2.17 per hour worked.\* (Previously, 62¢ per hour worked to Welfare Fund, \$1.10 to Pension Fund, 9¢ to Promotional Fund and 10¢ to Industry Fund.) Effective May 1, 1983, \$2.42 per hour worked.

Board Allowance: Effective June 7, 1982, \$31.40 (\$28.40) per day worked. Effective May 1, 1983, \$33.40.

Mileage Allowance: Effective June 7, 1982, 33¢ (30¢) per mile. Effective May 1, 1983, 35¢.

Zone Allowance: Effective June 7, 1982, \$14 (\$13) per day worked in Zone 2 and \$23 (\$22) per day in Zone 3. Effective May 1, 1983, \$14.50 and \$23.50, respectively.

Local 30, Toronto

Wages:	Effective	May 1/82	June 7/82	May 1/83
	Increases	1¢	\$1.82	\$1.82
	Journeyman and Sheeter/Decker	\$14.55 (\$14.54)	\$16.37	\$18.19
Shift Premium:	2nd shift - \$2.24 per hour (previously 6 1/2 hours work for 7 1/2 hours' pay); 3rd shift - \$3.64 per hour (previously 6 hours work for 7 1/2 hours' pay). Effective June 7, 1982, \$2.52 and \$4.09, respectively. Effective May 1, 1983, \$2.80 and \$4.55.			
Benefit Funds:	Employer contributes \$1.975 (\$1.985) per hour worked. Effective December 4, 1982, \$1.995 per hour worked.			
Board Allowance:	Effective June 7, 1982, \$26.40 (\$23.40) per day worked. Effective May 1, 1983, \$28.40.			
Mileage Allowance:	Effective June 7, 1982, 31¢ (28¢) per mile. Effective May 1, 1983, 33¢.			
Zone Allowance:	Effective June 7, 1982, \$2.48 (\$2.25) per day worked in Zone 1; \$6.60 (\$6.00) in Zone 2; \$8.80 (\$8.00) in Zone 3 and \$11.00 (\$10.00) in Zone 4. Effective May 1, 1983, \$2.60, \$6.93, \$9.24 and \$11.50, respectively.			

Local 539, Sarnia

Wages:	Effective	May 1/82	June 7/82	Sept. 6/82	May 1/83
	Increases	1¢	\$1.81	-22¢*	\$1.82
	Journeyman and Sheeter/Decker	\$15.54 (\$15.53)	\$17.35	\$17.13	\$18.95
* Diverted to fund benefits.					
Benefit Funds:	Effective June 7, 1982, employer contributes \$1.50 per hour worked. (Previously, 45¢ per hour worked to Welfare Fund, 90¢ to Pension Fund and 10¢ to the Industry Fund.) Effective September 6, 1982, \$1.75 per hour.*				
Board Allowance:	Effective June 7, 1982, \$26.40 (\$23.40) per day to a maximum of \$132 (\$117) per week. Effective May 1, 1983, \$28.40 and \$142, respectively.				
Mileage Allowance:	Effective June 7, 1982, 26¢ (23¢) per mile. Effective May 1, 1983, 28¢.				
Zone Allowance:	Zone 3 eliminated (previously \$5.75 per day). \$5.75 (\$4.00) per day in Zone 2. Effective June 7, 1982, \$6.33 per day. Effective May 1, 1983, \$6.65.				

The following benefit in the master portion applies to all locals:

Premium Pay: Effective June 7, 1982, \$2.00 (\$1.75) per hour worked for Journeyman working outside of regular hours not paid as shift work or overtime. Effective May 1, 1983, \$2.25.

The Roofing Employer Bargaining Agency of the Ontario Industrial Roofing Contractors Association - Locals 30, 47, 235, 269, 392, 397, 473, 504, 537, 539 and 562, Sheet Metal Workers (AFL-CIO/CFL): A 22-month renewal agreement effective from June 25, 1982 to April 30, 1984, covering 1,250 employees, settled with mediation assistance during a work stoppage and ratified in June, 1982. Duration of negotiations - 4 months.

	Effective	<u>June 25/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
Package Increases				
Roofer #1, 2 and 3		\$1.50	50¢	\$2.00
Roofer #4		\$1.20	40¢	\$1.60
Roofer #5		\$1.05	35¢	\$1.40
Wages:				
Increases		\$1.13-\$1.35	*-1¢-46¢	\$1.60-\$1.82
(Roofer #2)				
<u>Roofer #2</u>				
<u>Sault Ste. Marie</u>		\$11.20	\$11.19*	\$13.01
<u>Local 504</u>		(\$9.85)		
Welfare Fund		62¢ (unchanged)	\$1.02*	\$1.02
* Due to increase in Welfare contributions.				
<u>Ottawa,</u>		\$12.56	\$12.79	\$14.39
<u>Local 47</u>		(\$11.30)		
Welfare Fund		40¢(30¢)	40¢	40¢
Pension Fund		20¢ (unchanged)	45¢	70¢
<u>Windsor,</u>		\$13.85	\$14.30	\$16.12
<u>Local 235</u>		(\$12.72)		
Welfare Fund		75¢ (50¢)	75¢	75¢
<u>Toronto,</u>		\$14.97	\$15.43	\$17.25
<u>Local 30</u>		(\$13.62)		

The following benefits apply to all locals:

Associaton Fund: Employer contributes 5¢ (4.5¢) per hour worked. Effective May 1, 1983, 5.5¢.

Board Allowance: Increases \$3 per day for all locals. Effective May 1, 1983, increases \$4 per day.

Car Allowance: 28¢ per mile (previously varied). Effective May 1, 1983, 31¢.



Zone Allowance: 10% increase per zone to a maximum of \$1. Effective May, 1983,  
5% increase to a maximum of 50¢.

## July 1982 Settlements

### FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (fire fighters, supervisory and non-supervisory): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement covering 240 Ontario employees, effective from June 17, 1982 to January 3, 1983 is amended and extended from July 1, 1982 to June 30, 1984 as revised in July, 1982.

Wages:	Effective	<u>July 1/82</u>	<u>July 1/83</u>
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	FR-1	\$23,310-\$25,508 (\$21,991-\$24,064)	\$24,476-\$26,783
	FR-3	\$28,790 (\$27,160)	\$30,230
	FR-6	\$35,272 (\$33,275)	\$37,036

For details of previous agreement, see page 269 of the May 1982 Report.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

### CONSTRUCTION

Metropolitan Toronto Road Builders' Association - Local 183, Labourers (AFL-CIO) and Local 230, Teamsters (Ind.): A 21-month renewal agreement effective from July 19, 1982 to April 30, 1984, covering 900 employees, settled during a work stoppage and ratified in July, 1982. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>July 19/82</u>	<u>Apr. 1/83</u>
	Increases	\$1.18	\$1.62 for Local 183, \$1.71 for Local 230
	Labourer, Local 183	\$11.81 (\$10.63)	\$13.43

	July 19/82	Apr. 1/83			
Truck Driver, Local 230	\$12.08 (\$10.90)	\$13.79			
Pipelayer, Local 183	\$12.26 (\$11.08)	\$13.88			
Welfare Fund:	<u>Labourers</u> - Effective October 1, 1982, employer contributes 80¢ (70¢) per hour worked.				
	<u>Teamsters</u> - Effective October 1, 1982, employer contributes 80¢ (70¢) per hour worked. Effective October 1, 1983, 90¢ per hour.				
Training Fund (Labourers only):	Effective April 1, 1983, employer contributes 5¢ (3¢) per hour worked.				
Pension Fund (Labourers only):	Effective April 1, 1983, employer contributes 30¢ (20¢) per hour worked. Effective October 1, 1983, 40¢.				
Board Allowance:	\$27.50 (\$22.50) per day to a maximum of \$187.50 (\$112.50) per week. Effective April 1, 1983, \$32.50 per day and \$162.50 per week.				
Mileage Allowance:	Effective July 19, 1982, 21¢ (18¢) per kilometre. Effective April 1, 1983, 24¢ per kilometre.				
<u>Metropolitan Toronto Sewer and Watermain Contractors Association - Local 183,</u> <u>Labourers (AFL-CIO) and Local 230, Teamsters (Ind.):</u> A 22-month renewal agreement effective from July 14, 1982 to April 30, 1984, covering 800 employees, settled during a work stoppage and ratified in July, 1982. Duration of negotiations - 4 1/2 months.					
	<u>Effective July 14/82</u>	<u>Oct. 1/82</u> <u>Apr. 1/83</u> <u>May 1/83</u> <u>Oct. 1/83</u>			
Package Increases:					
Open cut	\$1.40	\$1.90			
Tunnel Work	\$1.50	5¢	\$2.00	10¢	10¢
Wages:					
Increases:					
Open cut	\$1.18-\$1.20	\$1.41-\$1.71			
Tunnel Work	\$1.29	5¢	\$1.59	10¢	
<u>Labourers, Local 183</u>					
Labourer (open cut)	\$12.03 (\$10.83)	\$13.63			
Pipe Layer (open cut)	\$12.63 (\$11.43)	\$14.23			
Miner (tunnel work)	\$13.77 (\$12.48)	\$13.82	\$15.41	\$15.51	

	Effective	July 14/82	Apr. 1/83
	<u>Teamsters, Local 230</u>		
	Dump Truck Driver (open cut)	\$12.18 (\$11.00)	\$13.89
	Float Driver (open cut)	\$12.53 (\$11.35)	\$14.24
Training Fund:	Effective April 1, 1983, employer contributes 5¢ (3¢) per hour worked.		
Welfare Fund:	<u>Labourers</u> - Employer contributes 78¢ (70¢) per hour worked. Effective April 1, 1983, 80¢.		
	<u>Teamsters</u> - Employer contributes 80¢ (70¢) per hour worked. Effective April 1, 1983, 90¢.		
Pension Fund:	<u>Labourers</u> - Effective April 1, 1983, employer contributes 30¢ (20¢) per hour worked. Effective October 1, 1983, 40¢.		

#### August 1982 Settlements

#### FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Canadian Professional and Technical Employees\* (Ind.) (radio operations group): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement covering 215 Ontario employees, effective from February 1, 1981 to January 31, 1983 is amended and extended from August 1, 1982 to July 31, 1984 as revised in August, 1982.

\* Previously, the Public Service Alliance was the bargaining agent.

Wages:	Effective	Aug.1/82	Aug.1/83
	General Increases (PSCRA)	6%	5%
	<u>Annual Rates</u>		
	RO-1	\$20,146-\$24,443 (\$19,006-\$23,059)	\$21,153-\$25,665
	RO-5	\$29,076-\$32,360 (\$27,430-\$30,528)	\$30,530-\$33,978

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

# CONSTRUCTION

Oshawa Area Signatory Contractors - Local 597, Labourers (AFL-CIO) and Local 230, Teamsters (Ind.): A 20-month renewal agreement effective from August 24, 1982 to April 30, 1984, covering 200 employees, settled at the bargaining stage and ratified in August, 1982. Duration of negotiations - 1 month.

	Effective	July 21/82	Aug. 1/82	Oct. 1/82
	Package Increases:			
	Labourers	99¢	11¢	20¢-30¢
	Teamsters	\$1.10		30¢
Wages:	Increases:			
	Labourers	90¢		27¢-28¢
	Teamsters	\$1.00		18¢-19¢
	Labourer	\$10.76 (\$9.86)	\$10.76	\$11.04
	Float Driver	\$11.81 (\$10.81)	\$11.81	\$11.99

	Effective	May 1/83	Oct 1/83
	Package Increases:		
	Labourers	\$1.40-\$1.50	60¢-61¢
	Teamsters	\$1.40	60¢
	Increases:		
	Labourers	\$1.17-\$1.18	45¢-46¢
	Teamsters	\$1.18-\$1.19	54¢
	Labourer	\$12.22	\$12.67
	Float Driver	\$13.18	\$13.72

Welfare Fund: Labourers - Effective August 1, 1982, employer contributes 81¢ (70¢) per hour worked.

Teamsters - Effective October 1, 1982, employer contributes 90¢ (80¢) per hour worked. Effective May 1, 1983, \$1.00.

Pension Fund (Labourers only): Effective May 1, 1983, employer contributes 75¢ (65¢) per hour worked. Effective October 1, 1983, 85¢.

Board Allowance: \$21 (\$16) per day. Effective May 1, 1983, \$25.

Mileage Allowance: 19¢ (16¢) per kilometer. Effective May 1, 1983, 22¢.

Boilermakers Contractors' Association, Canada-wide - Boilermakers (AFL-CIO/CFL): A renewal agreement effective from July 1, 1982 to April 30, 1984 in Ontario, from July 1, 1982 to June 30, 1985, in Newfoundland and Labrador and from July 1, 1982 to June 30, 1984 in all other

provinces. The Ontario portion covers 1,500 employees and was settled at the conciliation officer stage in August, 1982. Duration of negotiations - 4 months.

	Effective	July 1/82	Jan. 1/83	July 1/83
	Package Increases	\$2.10	50¢	\$1.40
Wages:	General Increases	\$1.89	45¢	\$1.23
	Journeyman	\$16.34	\$16.79	\$18.02
	Boilermaker	(\$14.45)		
Education Training Fund:	Employer contributes 11¢ (9¢) per hour earned.			
Subsistence Allowance:	\$29 (\$25) per calendar day. Effective July 1, 1983, \$33.			

#### October 1982 Settlements

##### PRIMARY METAL

Eldorado Resources Limited (formerly, Eldorado Nuclear Limited) at Port Hope - Local 13173, United Steelworkers (AFL-CIO/CLC): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement effective from April 1, 1980 to March 31, 1983, covering 385 employees is amended and extended from July 1, 1982 to June 30, 1984, as revised in October, 1982.

Wages:	Effective	July 1/82	July 1/83
	General Increases	6%	5%
	Job Class 2 (Maintenance Labourer)	\$9.515 (\$8.980)	\$9.990
	Job Class 19 (Electrician)	\$12.040 (\$11.360)	\$12.640
	Job Class 22 (Instrument Technician)	\$12.485 (\$11.780)	\$13.105

Previous rates reflect \$1.09 COLA fold-in.

Cost of Living Allowance: Inoperative. (Previously, effective April, 1981, 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, using December 1980 as the base index month, compared to the March, 1981 index. Adjusted and paid quarterly thereafter and folded into wages April 1, 1982.)

For details of previous agreement, see page 135 of the March, 1980 Report.



TRANSPORTATION

Canadian National Railways, system-wide - Locomotive Engineers (Ind.) (3,005 locomotive engineers and firemen): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement effective from January 1, 1982 to December 31, 1983, is amended and extended from January 1, 1983 to December 31, 1984, as revised in October, 1982.

Wages:	Effective	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>
	General Increases (PSCRA)	6%	5%
	<u>Yard and Transfer Service Daily Rates</u>		
	Fireman	\$80.20 (\$75.66)	\$84.21
	Locomotive Engineer	\$113.77 (\$107.33)	\$119.46

Cost of Living Provision: Previous formula generated a lump sum of 6.3¢ per hour.

Inoperative. (Previously, 1¢ per 0.3 point increase in the average 1982 Consumer Price Index - 1971=100 above the base of the 1981 average CPI. Triggered at 10%.)

For details of previous agreement, see page 260 of the May, 1982 Report.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Canadian National Railways, system-wide - Rail Canada Traffic Controllers (CCU) (1,515 employees): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement effective from January 1, 1982 to December 31, 1983, is amended and extended from January 1, 1983 to December 31, 1984, as revised in October, 1982.

Wages:	Effective	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>
	General Increases (PSCRA)	6%	5%
	<u>Weekly Rates</u>		
	Assistant Train Movement Director	\$518.84-\$548.47 (\$489.47-\$517.42)	\$544.78-\$575.89
	Train Dispatcher and Train Controller (Step 1-3)	\$594.20-\$661.89 (\$560.57-\$624.42)	\$623.91-\$694.98

Cost of Living  
Provision:

Previous formula generated a lump sum of 6.3¢ per hour.

Inoperative. (Previously, 1¢ per 0.3 point increase in the average 1982 Consumer Price Index - 1971=100 above the base of the 1981 average CPI. Triggered at 10%.)

For details of previous agreement, see page 421 of the July, 1982 Report.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Canadian National Railways, system-wide - United Transportation Union (AFL-CIO/CLC)  
(7,610 conductors, baggagemen, trainmen, yardmen and other employees): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreements effective from January 1, 1982 to December 31, 1983, are amended and extended from January 1, 1983 to December 31, 1984 as revised in October, 1982.

Wages:

Effective	Jan. 1/83	Jan. 1/84
General Increases (PSCRA)	6%	5%
<u>Daily Rates</u>		
Yard Helper	\$99.81 (\$94.16)	\$104.80
Car Retarder Operator	\$114.13 (\$107.67)	\$119.84

Cost of Living  
Provision:

Previous formula generated a lump sum of 6.3¢ per hour.

Inoperative. (Previously 1¢ per 0.3 point increase in the average 1982 Consumer Price Index - 1971=100 above the base of the average 1981 CPI. Triggered at 10%.)

For details of previous agreement, see page 487 of the August, 1982 Report.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act, 1982.

Canadian National Railways, Canadian Pacific Limited and other railways, system-wide  
- Canadian Council of Railway Shopcraft Employees and Allied Workers (23,375 shopcraft employees): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement effective from January 1, 1982 to December 31, 1983, is amended and extended from January 1, 1983 to December 31, 1984, as revised in October 1982.

Wages:	Effective	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>
	General Increases (PSCRA)	6%	5%
	<u>Weekly Rates</u>		
	Helper	\$10.582 (\$9.983)	\$11.111
	Machinist	\$12.763 (\$12.041)	\$13.401

Cost of Living  
Provision:

Previous formula generated a lump sum of 6.3¢ per hour.

Inoperative. (Previously, 1¢ per 0.3 point increase in the average 1982 Consumer Price Index - 1971=100 above the base of the 1981 average CPI. Triggered at 10%.)

For details of previous agreement, see page 422 of the July, 1982 Report.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Canadian National Railways, Canadian Pacific Limited, Via Rail and other railways, system-wide - Associated Non-Operating Railway Unions (5 unions) (AFL-CIO/CLC) (35,890 non-operating employees, clerical, office, road service and residual employees): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement effective from January 1, 1982 to December 31, 1983, is amended and extended from January 1, 1983 to December 31, 1984 as revised in October, 1982.

Wages:	Effective	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>
	General Increases (PSCRA)	6%	5%
	Trackman 1st Class, Yard	\$9.907-\$10.232 (\$9.346-\$9.653)	\$10.402-\$10.744
	Mechanic A Work Equipment	\$12.50 (\$11.79)	\$13.13

Cost of Living  
Provision:

Previous formula generated a lump sum of 6.3¢ per hour.

Inoperative. (Previously, 1¢ per 0.3 point increase in the average 1982 Consumer Price Index - 1971=100 above the base of the average 1981 CPI. Triggered at 10%).

For details of previous agreement, see page 192 of the April, 1982 Report.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act, 1982.

Canadian Pacific Limited, system-wide - Locomotive Engineers (Ind.) (1,910 locomotive engineers and firemen): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement effective from January 1, 1982 to December 31, 1983, is amended and extended from January 1, 1983 to December 31, 1984, as revised in October, 1982.

The details of this agreement are the same as reported for Canadian National Railways on page 773 of this issue.

For details of previous agreement, see page 261 of the May, 1982 Report.

Canadian Pacific Limited, system-wide - Rail Canada Traffic Controllers (CCU) (820 employees): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreement effective from January 1, 1982 to December 31, 1983, is amended and extended from January 1, 1983 to December 31, 1984, as revised in October, 1982.

Wages:	Effective	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>
	General Increases (PSCRA)	6%	5%
	<u>Weekly Rates</u>		
	Dispatcher/ Operator	\$541.13 (\$510.50)	\$561.19
	Dispatcher (Step 1-3)	\$594.20-\$661.89 (\$560.57-\$624.42)	\$623.91-\$694.98

Previous formula generated a lump sum of 6.3¢ per hour.

Cost of Living Provision: Inoperative. (Previously, 1¢ per 0.3 point increase in the average 1982 Consumer Price Index - 1971=100 above the base of the 1981 average CPI. Triggered at 10%.)

For details of previous agreement, see page 487 of the August, 1982 Report.

NOTE: The second year of the agreement is subject to amendment as a result of the Public Sector Compensation Restraint Act (1982).

Canadian Pacific Limited, system-wide - United Transportation Union (AFL-CIO/CLC) (5,435 conductors, baggagemen, brakemen, car retarder operators, yardmen and switchtenders): Under the provisions of Section 9 of the Public Sector Compensation Restraint Act, the agreements effective from January 1, 1982 to December 31, 1983, are amended and extended from January 1, 1983 to December 31, 1984, as revised in October, 1982.

The details of the agreement are the same as reported for Canadian National Railways on page 774 of this issue.

For details of previous agreement, see page 489 of the August, 1982 Report.

## EDUCATION AND RELATED SERVICES

Ryerson Polytechnical Institute Board of Governors at Toronto - Local 4, Canadian Educational Workers, formerly Graduate Assistants (Ind.) (part-time and sessional instructors): A 12-month agreement effective from August 16, 1982 to August 15, 1983, covering 233 employees, revised subject to the provisions of the Inflation Restraint Act, 1982 and implemented in October, 1982.

Wages:                      Effective                      Aug. 16/82

                                 Increase                      9% for full-time,  
                                                      13% for part-time\*

Sessional(S) or  
Half-Sessional Appointments  
Dollars per Month

S1	\$2,066.75	(\$1,896.10)
S2	\$2,163.48	(\$1,984.84)
S3	\$2,260.18	(\$2,073.56)
S4	\$2,356.90	(\$2,162.29)
S5	\$2,453.60	(\$2,251.01)
S6	\$2,551.65	(\$2,340.96)
S7	\$2,648.36	(\$2,429.69)
S8	\$2,745.07	(\$2,518.41)
S9	\$2,841.79	(\$2,607.15)
S10	\$2,938.50	(\$2,695.87)

Part-time (PT)  
Appointments  
Dollars per Semester Hour

PT 1	\$626.92	(\$553.04)
PT 2	\$655.84	(\$578.55)
PT 3	\$684.79	(\$604.08)
PT 4	\$715.09	(\$630.82)
PT 5	\$744.03	(\$656.34)
PT 6	\$774.34	(\$683.08)
PT 7	\$803.28	(\$708.61)
PT 8	\$832.21	(\$734.13)
PT 9	\$861.15	(\$759.66)
PT 10	\$891.47	(\$786.40)

\* 13%, includes 4% vacation pay.

## CONSTRUCTION

Metropolitan Toronto Plumbing and Heating Contractors Association, a division of the Mechanical Contractors Association - Local 46, Plumbers (AFL-CIO/CFL) (residential): A 20-month renewal agreement



effective from August 26, 1982 to April 30, 1984, covering 650 employees, settled at the post conciliation bargaining stage and ratified in October, 1982. Duration of negotiations - 3 months.

	Effective	<u>Aug. 26/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
	Package Increases	\$2.50	50¢	\$1.00
Wages:	Increases	\$2.06	45¢	78¢
	Journeyman	\$17.32 (\$15.26)	\$17.77	\$18.55
Welfare Fund:	Employer contributes 45¢ (37¢) per hour earned per employee.			
Pension Fund:	Employer contributes \$1.35 (\$1.20) per hour earned per employee. Effective May 1, 1983, \$1.50.			
Board Allowance:	\$24 (\$19) per day. Effective May 1, 1983, \$29.			
Travelling Expense Allowance:	35¢ (29¢) per mile up to a maximum of \$24 (\$19) per day. Effective May 1, 1983, 40¢ per mile and \$29 per day, respectively.			

#### November 1982 Settlements

#### TRANSPORTATION EQUIPMENT

Daal Specialties (Canada) Ltd. at Collingwood - Local 1474, Auto Workers (CLC): A 24-month renewal agreement effective from November 1, 1982 to October 31, 1984, covering 600 employees\*, settled at the conciliation officer stage and ratified in November, 1982. Duration of negotiations - 2 1/2 months.

\*Includes 250 employees currently on lay-off status.

Wages:	Effective	<u>Nov. 1/82</u>
	Skilled Trades Adjustment	25¢
	Assembler	\$7.32 (\$7.32)
	Tractor-Trailer Driver	\$8.47 (\$8.47)
	Electrician	\$9.47 (\$9.22)

No other wage adjustments were negotiated.

Previous rates reflect inequity adjustments for some classifications of 10¢-30¢ effective February 7, 1982 and \$1.52 COLA fold-in on October 18, 1982.

Cost of Living Allowance:	1¢ per 0.45 change in the Consumer Price Index - 1971=100. Calculated quarterly, using the average CPI for October to December 1982 as the base. (Basic formula unchanged.) Payments will be deferred during first year and paid in second year in each quarter along with second year payments.
Paid Holidays:	2 floating days have been eliminated leaving a total of 12 days.
Bereavement Leave:	4 (3) days' paid leave for the death of a grandparent.
Maternity Leave (new):	Employer pays premium costs for benefits, provided employee is not on, or subject to, lay-off.
Health and Welfare:	Life Insurance and A.D. & D. - \$12,000 (\$11,000) coverage. Effective November 1, 1983, \$13,000.  <u>Weekly Indemnity</u> - Benefit increases to \$125 (\$115) per week.
Safety Shoe Allowance:	Employer contributes \$25 (\$15) per year.
Severance Pay (new):	1 week's pay per year of service for employee with 5 years' service or less, 2 weeks' pay per year of service after 5 years and 3 weeks' pay per year of service after 10 years.

## ELECTRICAL PRODUCTS

Rockwell International of Canada Ltd., Collins Canada Division at Toronto - Local 1966, Electrical Workers (IBEW) (AFL-CIO/CFL): A 39-month early termination agreement effective from December 1, 1982 to February 28, 1986, covering 226 employees\*, settled at the bargaining stage and ratified in November, 1982. Duration of negotiations - 2 months.

The previous agreement scheduled to expire on February 28, 1982 was extended 1 year to February 28, 1983 and then terminated early in November, 1982.

\*Includes 57 employees currently on lay-off status.

Wages:	Effective	<u>Dec. 1/82</u>
	COLA Fold-in	50¢
	Labour Grade 10 (includes Assembly Operator)	\$7.04-\$7.99 (\$6.54-\$7.49)
	Labour Grade 3 (Test Technician)	\$10.70-\$11.35 (\$10.20-\$10.85)

No other wage adjustments were negotiated.

Probationary period is 30 working days for Labour Grades 10 through 6, and 45 working days for Labour Grades 5 through 3. Maximum rates for Labour Grade 10 are reached after two 3-month increases, and for Labour Grade 3, after three 3-month increases.

Start Rates - 25% less than the current base rates which are reached on a 12-month alternate wage schedule, after four 3-month increases. Thereafter, increases to maximum rates are based on the labour grade system shown above (new).

Lump Sum Payments:	Effective December 1, 1983, \$500 per employee. Effective December 1, 1984, \$250.
Cost of Living Allowance:	1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using July, 1982 as the base index month. Effective December 1, 1982, 14¢ is paid for hours worked in the next 3 months with quarterly payments continuing until January 31, 1984. Effective March 1, 1984, COLA resumes using February, 1984 as the base index month, and formula is capped at 7% and reactivates when it reaches 10%. The 3% window is diverted to offset the cost of maintaining existing medical and dental benefit programs. Adjusted and paid quarterly throughout. (Basic formula unchanged. Previously, no caps).
Shift Premium:	35¢ (20¢) per hour for afternoon shift.
Acting Pay:	Employee transferred on a temporary 20 working day basis to a higher labour grade receives 15¢ (10¢) per hour above his current rate of pay, or the base rate of the job to which he is transferred whichever is greater, for all time worked in excess of 1 day per week.
Paid Holidays:	Effective in December 1985 only, a one-time floating holiday is added during the Christmas shut-down, for a total of 14 days.
Health and Welfare:	<u>Major Medical</u> - Effective January 1, 1983, \$100,000 (\$50,000) maximum yearly and lifetime benefit.
Safety Shoe Allowance:	Employer pays 50% of cost to a maximum of \$22.50 (\$14) per year.

Negotiations in Progress during December 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n* Stage
bitibi-Price Inc. (Lakehead Woodlands, White River and Iroquois Falls Divs.) Thunder Bay, White River and Iroquois Falls	Carpenters (AFL-CIO) (lumber and sawmill workers) (woods empls.)	1,400	CO
llied Chemical Canada, Amherstburg	Auto Workers (CLC)	530	MED/WS
merican Can Canada Inc., Brampton	Printing and Graphic Union (AFL-CIO/CLC)	230	CO
merican Can Canada Inc., Marathon	Carpenters (AFL-CIO)	240	CO
rampton City Corp.	CUPE (CLC)	200	CO
rant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	417	B
rewers Warehousing Co. Ltd. and several brewing companies, Intercity	Cdn. Brewery Workers (CLC)	3,565	B
ruce County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	220	MED
urlington Carpet Mills Canada Ltd., Brampton	Labourers (AFL-CIO)	401	B
ambridge Towel Corp. and Elco Kitchen Products, Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	220	B
anadian A.S.E. Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	250	B
anadian Coleman Co. Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	300	B
anadian General Electric Co. Ltd., Barrie, Burlington, Caledonia, Guelph, Peterborough, Toronto and Trenton	Electrical Workers (UE) (CLC) (plant empls.)	5,900	CO
anadian General Electric Co. Ltd., Guelph, Peterborough and Toronto	Technical Engineers (AFL-CIO/CLC)	240	B
anadian General-Tower Ltd., Cambridge	Rubber Workers (AFL-CIO/CLC) (production and maintenance empls.)	280	B
anadian National Institute for the Blind (C.N.I.B.) (Caterplan Services Div.), province-wide	Service Employees Intl. (AFL-CIO/CLC)	490	B

See page 790 for definition of codes

Negotiations in Progress during December 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Canadian Red Cross Society (Blood Transfusion Service), Hamilton, London, Ottawa and Toronto	Employees' Assn. (Ind.)	225	B
Carleton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,210	B
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	MED
Champion Spark Plug Co. of Canada Ltd., Windsor	Auto Workers (CLC)	288	B
Chatham Public General Hospital Society	Service Employees Intl. (AFL-CIO/CLC)	210	B
Consolidated Bathurst Packaging Ltd., Etobicoke, Hamilton and Whitby	Woodworkers (AFL-CIO/CLC)	605	MED
Corby Distilleries, Corbyville	Distillery Workers (AFL-CIO/CLC)	210	B
Crane Canada Ltd., Brantford	United Steelworkers (AFL-CIO/CLC)	258	MED
Dorr-Oliver Canada Ltd., Orillia	United Steelworkers (AFL-CIO/CLC)	352	B
Dufferin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	230	MED
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,025	MED
East York, Etobicoke, North York, Scarborough and York Borough Boards of Education	Ont. Secondary School Teachers' Fed. (Ind.)	5,839	PFB
E.B. Eddy Forest Products Ltd., (Woods Operations), Espanola	Carpenters (AFL-CIO)	235	CO
Essex County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	555	B
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons, maintenance and other empls.)	463	B
Falconbridge Nickel Mines, Falconbridge	Mine, Mill and Smelter Workers (Ind.) (mine empls.)	2,380	PMB



Negotiations in Progress during December 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n* Stage
Federal Pioneer Ltd., Bramalea	Electrical Workers (IUE) (AFL-CIO/CLC)	272	B
Firestone Canada Inc., Hamilton	Rubber Workers (AFL-CIO/CLC)	1,460	B
Fiberglas Canada Inc., Sarnia	Energy and Chemical Workers (CLC)	400	B
Foster Wheeler Ltd., St. Catharines	United Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	424	B
Frontenac County Board of Education	CUPE (CLC)	245	B
Gabriel of Canada, Etobicoke	Machinists (AFL-CIO/CLC) (production empls.)	445	B
Globe and Mail, Toronto	Newspaper Guild (AFL-CIO/CLC)	406	MED
Goodyear Canada Inc., Collingwood	Rubber Workers (AFL-CIO/CLC)	276	B
Goodyear Canada Inc., (Factory and Central Distribution Warehouse), Toronto	Rubber Workers (AFL-CIO/CLC) (maintenance, production and warehouse empls.)	1,200	B
Goodyear Canada Inc. (Factory and Reclaim Plant), Bowmanville	Rubber Workers (AFL-CIO/CLC)	226	B
Great Lakes Forest Products Ltd., Dryden Woodlands Operations, Dryden	Carpenters (AFL-CIO)	200	CO
Great Lakes Forest Products Ltd., Thunder Bay	Carpenters (AFL-CIO) (lumber and sawmill workers)	1,400	CO
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	317	F
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,320	B
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	B
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	1,300	MED
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,100	B
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	615	B

Negotiations in Progress during December 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
Heintzman Ltd. (Chair Div.), Toronto	Upholsterers (AFL-CIO/CLC)	230	C0
Hilroy Ltd., Toronto	Cdn. Paperworkers (CLC)	230	B
Hiway Market Ltd., Wellington and Waterloo	Food and Commercial Workers (AFL-CIO/CLC)	260	C0
Holiday Inn and other hotels, Ottawa	Hotel Employees (AFL-CIO/CLC)	1,060	B
ITE Industries Ltd., Power Equipment Div., Mississauga	Cdn. Operating Engineers (CCU)	300	PMB
International Harvester Co. of Canada Ltd., Chatham	Auto Workers (CLC)	1,200	B
Kayser-Roth Canada Ltd., London	Clothing and Textile Workers (AFL-CIO/CLC)	250	B
Kelsey-Hayes Canada, Windsor	Auto Workers (CLC) (hourly-rated empls.)	700	B
Kent County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
Kimberly-Clark of Canada, Longlac	Carpenters (AFL-CIO) (lumber and sawmill workers) (woods empls.)	930	C0
Knechtel Furniture Ltd., Hanover	Woodworkers (AFL-CIO/CLC)	250	B
Lancia-Bravo Foods, Toronto	Food and Commercial Workers (AFL-CIO/CLC)	218	B
Lear Siegler Industries, General Seating Div., Kitchener	Auto Workers (CLC) (production empls.)	670	B
Levi Strauss of Canada Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	240	B
Lily Cups Ltd., Toronto	Printing and Graphic Union (AFL-CIO/CLC)	550	C0
Lincoln County Board of Education	CUPE (CLC) (full-time and part-time maintenance empls.)	352	B
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	203	B

Negotiations in Progress during December 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n* Stage
London City Corp.	CUPE (CLC)	311	B
Maple Lodge Farms Ltd., Norval	Food and Commercial Workers (AFL-CIO/CLC)	350	B
McMaster University (Grounds and Buildings), Hamilton	Service Employees Intl. (AFL-CIO/CLC)	300	B
Metropolitan Toronto House Wreckers Assn.	Labourers (AFL-CIO)	200	MED
Metropolitan Toronto Separate School Board	CUPE (CLC) (office, clerical and technical empls.)	525	B
Mississauga City Corp. (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	343	B
Niagara Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	248	B
Niagara Falls Foods (Div. of Christie, Brown and Co. Ltd.), Niagara Falls	Firemen and Oilers (AFL-CIO/CLC)	268	B
William Neilson Ltd., Georgetown and Toronto	Food and Commercial Workers (AFL-CIO/CLC)	565	B
Newman Steel Ltd., Oakville, St. Catharines, Stoney Creek and Sudbury	United Steelworkers (AFL-CIO/CLC)	250	B
Niagara Falls City Corp.	CUPE (CLC)	341	B
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.) (policemen)	580	B
Norfolk County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	291	F
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	222	B
Northumberland and Newcastle Board of Education	CUPE (CLC)	200	B
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	Ontario Public Service Employees (OPSEU) (NUPGE) (CLC) (academic staff, librarians and counsellors)	7,000	B

Negotiations in Progress during December 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (support staff empls.)	4,290	B
Ontario Government, province-wide	Ontario Provincial Police (Ind.) (police officers)	3,850	B
Ontario Hydro	CUPE (CLC)	260	B
Ontario Master Insulators Assn.	Asbestos Workers (AFL-CIO/CLC)	650	MED/WS
Ontario Master Insulators Assn. (Maintenance Agreement)	Asbestos Workers (AFL-CIO/CLC)	350	PCB
Otaco Div. of Redlaw Industries Ltd., Orillia	United Steelworkers (AFL-CIO/CLC)	275	B
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,000	B
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,600	B
Ottawa Civic Hospital and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	16,415	CO
Ottawa-Carleton Children's Aid Society	OPSEU (NUPGE) (CLC)	240	B
Pamour Porcupine Mines, Pamour, Ross and Schumacher Divs., Pamour	United Steelworkers (AFL-CIO/CLC) (mine empls.)	1,000	B
Peel Board of Education	CUPE (CLC) (part-time custodial and maintenance empls.)	400	B
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	430	F
Renfrew County Corp. (Bonnechere Manor)	CUPE (CLC)	208	B
Ross Memorial Hospital, Lindsay	CUPE (CLC)	280	PCB
St. Joseph's Hospital, London	Service Employees Intl. (AFL-CIO/CLC)	400	PCB
St. Thomas-Elgin General Hospital	Service Employees Intl. (AFL-CIO/CLC)	260	PCB

Negotiations in Progress during December 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n* Stage
ault Ste. Marie Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	410	PFB
ault Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	365	PFB
hell Canada Ltd., Corunna	Energy and Chemical Workers (CLC)	225	B
heller-Globe of Canada Ltd. (Kralinator Filters Div.), Cambridge	United Steelworkers (AFL-CIO/CLC)	280	B
ilverwood Dairies, Div. of Silverwood Industries Ltd., London	Teamsters (Ind.)	200	CO
imcoe County Board of Education	CUPE (CLC) (maintenance, services and plant operations empls.)	370	B
nap-On Tools of Canada Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	269	CO
teinberg's Ltd., (Miracle Food Mart Div.), Toronto	Teamsters (Ind.)	200	MED/WS
corwal International Inc., Pembroke	United Steelworkers (AFL-CIO/CLC)	272	PCB
dbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	575	MED
dbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	780	PMB
xtile Rental Institute of Ontario, Toronto	Laundry Workers (CLC)	1,900	B(R)
under Bay City Corp.	Police Assn. (Ind.)	210	B
mmins Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	215	F
ronto Abattoirs Ltd., and Quality Meat Packers Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	400	B
ronto City Board of Education	CUPE (CLC)	401	B
ronto City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	690	B



Negotiations in Progress during December 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Toronto General Hospital and 131 other hospitals	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	24,200	AR
Trailmobile Canada, Brantford	Auto Workers (CLC)	200	PC
Tridon Ltd., Burlington	Employees' Assn. (Ind.) (plant empls.)	500	CO
Tri-Town Nursing Homes Ltd., Haileybury and Kapuskasing; Sudbury Nursing Homes Ltd., Hearst and Timmins Nursing Homes Ltd., Haileybury	CUPE (CLC)	325	PC
Twenty-eight Ontario Hospitals	Cdn. Operating Engineers (CCU)	230	B
VS Services Ltd., (Food Management Services at Civic Centre), Ottawa	Hotel Employees (AFL-CIO/CLC)	200	B
Valdi Inc. (Valdi Discount Foods), province-wide	Food and Commercial Workers (AFL-CIO/CLC)	800	CO
Victoria Hospital, London	Service Employees (AFL-CIO/CLC) (non-medical empls.)	900	B
Weldwood of Canada Ltd. (Longlac Div.), Longlac	Carpenters (AFL-CIO)	225	CO
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	620	ME
Weston Bakeries (Dupont St. Plant), Toronto	Teamsters (Ind.)	400	B
Harvey Woods Ltd. (Underwear and Hosiery Divs.), Woodstock and Kroy Unshrinkable Wools Ltd. Div. of Harvey Woods, Toronto	Clothing and Textile Workers (AFL- CIO/CLC)	550	B
York Borough Board of Education	CUPE (CLC)	234	B
Z and W Foods Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	205	B
Zehrs Markets (Div. of Zehrmart Ltd.), Intercity	Food and Commercial Workers (AFL-CIO/CLC)	600	B

Negotiations in Progress during December 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
<u>More Than One Province</u>			
CP Air, system-wide**	Air Line Flight Attendants (CLC)	1,200	B
CP Air, system-wide**	Air Line Pilots (Ind.)	680	B
CP Air, system-wide**	Railway Clerks (AFL-CIO/CLC) (agents, dispatchers and other empls.)	1,520	B
Canadian Pacific Express (Cdn. Parcel Delivery Div.) system-wide**	Railway Clerks (AFL-CIO/CLC)	700	C0
Canadian Pacific Express, Atlantic Eastern and Western Regions	Railway Clerks (AFL-CIO/CLC)	2,750	B
Motor Transport Industrial Relations Bureau (Eastern Canada Car Carrier Div.), Que. and Ont.**	Teamsters (Ind.) (drivers, maintenance and other empls.)	1,300	C0
Motorways (1980), Ont., Man., Sask. and Alta.**	Teamsters (Ind.) (warehousemen, drivers and other empls.)	675	B
Steinberg Inc., Ottawa and other centres, Ont. and Hull and Gatineau, Que.,	Food and Commercial Workers (AFL- CIO/CLC)	980	C0

\*\* Federal jurisdiction

Negotiations in Progress during December 1982 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in January 1983

Employer and Location	Union	No. of Empls.
Caterpillar of Canada Ltd., Mississauga	Auto Workers (AFL-CIO/CLC)	222
Canadian National Institute for the Blind (C.N.I.B.) (Caterplan Services Div.), province-wide	Service Employees Intl. (AFL-CIO/CLC)	490
A.R. Clarke and Co. Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	234
Fiberglas Canada Inc., Sarnia	Energy and Chemical Workers (CLC)	400
Gulf Canada Products Co. (Clarkson Refinery), Mississauga	Energy and Chemical Workers (CLC)	300
Hamilton City Corp.	CUPE (CLC) (inside empls.)	403
Hamilton City Corp.	CUPE (CLC) (outside empls.)	501
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (inside empls.)	312
Hamilton-Wentworth Regional Municipality (Macassa Lodge)	CUPE (CLC)	202
Kelsey-Hayes Canada, Windsor	Auto Workers (CLC)	700
Lakehead Terminal Elevators Assn., Thunder Bay	Railway Clerks (AFL-CIO/CLC)	1,500
Lancia-Bravo Foods, Toronto	Food and Commercial Workers (AFL-CIO/CLC)	218
London City Corp. (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	320
Metropolitan Toronto Children's Aid Society	CUPE (CLC) (social workers, cleri- cal services, general services, child care workers and others)	550
Newman Steel Ltd., Oakville, St. Catharines, Stoney Creek and Sudbury	United Steelworkers (AFL-CIO/CLC)	250
Parkwood Hospital & McCormick Home, London	Service Employees Intl. (AFL-CIO/CLC)	216
St. Josephs Hospital, London	Service Employees Intl. (AFL-CIO/CLC)	400
St. Mary's General Hospital, Kitchener	Service Employees Intl. (AFL-CIO/CLC)	261
St. Thomas-Elgin General Hospital	Service Employees Intl. (AFL-CIO/CLC)	260

Collective Bargaining Agreements Covering 200 or More  
Ontario Employees Expiring in January 1983

Employer and Location	Union	No. of Empls.
Shell Canada Ltd., Corunna	Energy and Chemical Workers (CLC)	225
Shopsy's Foods Ltd., Weston	Food and Commercial Workers (AFL-CIO/CLC)	200
Victoria Hospital, London	Service Employees Intl. (AFL-CIO/CLC) (non-medical empls.)	900
Victoria Hospital, London	Service Employees Intl. (AFL-CIO/CLC) (RNA Unit)	250
Zehrs Markets (Div. of Zehrmart Ltd.), Intercity	Food and Commercial Workers (AFL-CIO/CLC)	600



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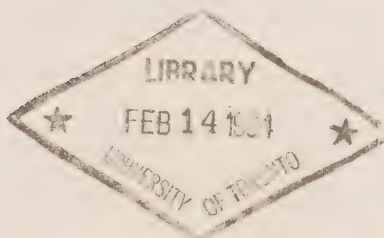
LABOUR CANADA  
OTTAWA

ONTARIO MINISTRY OF LABOUR  
TORONTO

Cumulative Index

COLLECTIVE BARGAINING SETTLEMENTS  
AND NEGOTIATIONS IN ONTARIO

January to December 1982



Prepared jointly by Labour Canada and the Ontario  
Ministry of Labour



EMPLOYER AND UNION

ISSUE

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Dempster's Bread - Div. of Corporate Foods Ltd., Toronto and Teamsters (Ind.)	Apr.	184
F.W. Fearman Co. Ltd., Burlington and Food and Commercial Workers (AFL-CIO/CLC)	Dec.	722
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General Bakeries Ltd. (G.B. Wonder Div.), Toronto and Bakery and Tobacco Workers (AFL-CIO/CLC)	Oct.	598
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Hiram Walker and Sons Ltd., Walkerville and Auto Workers (CLC) (plant empls.)	Dec.	723
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J.M. Schneider Inc., Kitchener and Employees' Assn. (Ind.) (plant empls.)	Aug.	470
Seagram Co. Ltd., Amherstburg and Auto Workers (CLC) (plant empls.)	Dec.	724
Tend-R-Fresh Plant, United Co-operatives of Ontario, Petersburg and Food and Commercial Workers (AFL-CIO/CLC)	June	312
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Rothmans of Pall Mall Canada Ltd., Toronto and Bakery and Tobacco Workers (AFL-CIO/CLC) (plant empls.)	Nov.	658

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Bata Industries Ltd. (Footwear Div.), Batawa and Trenton and Food and Commercial Workers (AFL-CIO/CLC) (production and warehouse empls.)	Nov.	659
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Artex Woollens Ltd., Cambridge and Clothing and Textile Workers (AFL-CIO/CLC)	Feb.	51
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Harding Carpets Ltd., Brantford and Cdn. Textile and Chemical Union (CCU)	Aug.	473
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Patons & Baldwins Canada Inc., Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	Apr.	185
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Corah Ltd., Barrie and Clothing and Textile Workers (AFL-CIO/CLC)	Dec.	725
L. Davis Textiles Co. Ltd., Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	May	248
Toronto Cloak Manufacturers' Assn. and Ladies Garment Workers (AFL-CIO/CLC)	Aug.	474
Weston Apparel Manufacturing Co., Div. of Dylex Ltd., Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	May	248

# WOOD

Dubreuil Brothers Ltd., Dubreuilville and Employees Assn. (Ind.)	Mar.	112
E.B. Eddy Forest Products Ltd., (Wood Products Div.), Nairn Township and Carpenters (AFL-CIO/CLC)	May	249
Levesque Plywood Ltd., Hearst and Carpenters (AFL-CIO)	Dec.	725
Northern Wood Preservers (A Div. of 502084 Ontario Ltd.), Thunder Bay and Cdn. Paperworkers (CLC)	Oct.	599
Weyerhaeuser Canada Ltd., Sault Ste. Marie and Woodworkers (AFL-CIO/CLC)	Jan.	5

# FURNITURE AND FIXTURE

Bilt-Rite Upholstering Co. Ltd., Toronto and Upholsterers (AFL-CIO/CLC)	Mar.	113
Canadian Woodwork Manufacturers Assn., Toronto, and Carpenters (AFL-CIO)	Aug.	474
Heintzman Ltd. (Peppler Div.), Hanover and Woodworkers (AFL-CIO/CLC)	Dec.	726
Kroehler Furniture Co., Div. of Strathearn House Group Ltd., Stratford and Upholsterers (AFL-CIO/CLC)	June	316
Simmons Ltd., Brampton and Electrical Workers (UE) (CLC)	June	384
Sunar, Div. of Hauserman Ltd., Waterloo and United Steelworkers (AFL-CIO/CLC)	Oct.	632

# PAPER AND ALLIED

Abitibi-Price Inc., Ontario, Quebec and Newfoundland and Cdn. Paperworkers (CLC) (mill empls.)	May	250
Abitibi-Price Inc. (Iroquois Falls, Sault Ste. Marie, Thunder Bay, Lakehead Woodlands and Smooth Rock Falls Divs. in Ont., Beaupre Div. in Que. and Pine Falls Div. in Man.) and Abitibi-Price Fine Papers (Port Arthur Div.) and Office and Professional Employees (AFL-CIO/CLC)	Aug.	475
American Can of Canada Inc. (Mill Dept.), Marathon and United Paperworkers (AFL-CIO/CLC)	Sept.	535
Boise Cascade Canada Ltd., Fort Frances and Kenora and Machinists (AFL-CIO/CLC), Electrical Workers (IBEW) (AFL-CIO/CFL) Cdn. Paperworkers (CLC) and Office and Professional Employees (AFL-CIO/CLC)	Aug.	477
CIP Inc., a unit of Canadian Pacific Enterprises Ltd., Gatineau, Trois-Rivieres and La Tuque, Que., Hawkesbury, Ont. and NBIP Ltd., Dalhousie, N.B. and Cdn. Paperworkers (CLC) (mill and office empls.)	July	410
CIP Inc., Container Div., Burlington, London, Markham and Rexdale, Ont. and Pointe Aux Trembles and Vaudreuil, Que., and Single Service Div., Markham, Ont. and Cdn. Paperworkers and Energy and Chemical Workers (CLC) (production and office empls.)	Dec.	727
DRG Packaging (Div. of DRG Inc.), Toronto and Printing and Graphic Union (AFL-CIO/CLC)	Oct.	603
Domtar Inc., Domtar Packaging (Corrugated Containers Div.), Intercity and Cdn. Paperworkers (CLC)	Dec.	729
Domtar Packaging, Kraft Paper and Board Div., Red Rock and Cdn. Paperworkers (CLC)	Oct.	600
E.B. Eddy Forest Products Ltd., Espanola and Cdn. Paperworkers (CLC)	July	412



E.B. Eddy Forest Products Ltd., Hull, Que. and Ottawa, Ont. and Printing and Graphic Union (AFL-CIO/CLC)	July	413
Esselte Pendaflex Canada Inc., Toronto and Printing and Graphic Union (AFL-CIO/CLC)	Jan.	5
Fraser Inc. (Thorold Div.) and Cdn. Paperworkers (CLC) (mill empls.)	Oct.	601
Great Lakes Forest Products Ltd., Dryden and Cdn. Paperworkers (CLC) (mill, woodlands and chemical operations empls.)	Sept.	537
Great Lakes Forest Products Ltd., Thunder Bay and Cdn. Paperworkers (CLC) (mill empls.)	Nov.	663
Kimberly-Clark of Canada Ltd., Pulp and Forest Products Div., Terrace Bay and United Paperworkers (AFL-CIO/CLC) and Electrical Workers (IBEW) (AFL-CIO/CFL)	July	414
MacMillan Bloedel Ltd., Guelph, London and Rexdale and Cdn. Paperworkers and Energy and Chemical Workers (CLC)	Dec.	731
MacMillan Bloedel Ltd., Sturgeon Falls Div. and Cdn. Paperworkers (CLC)	Sept.	578
Miller Brothers Co. (1962) Ltd., Trenton and Cdn. Paperworkers (CLC)	Oct.	604
Ontario Paper Co. Ltd., Thorold and Carpenters (AFL-CIO), Machinists (AFL-CIO/CLC) and Electrical Workers (IBEW), Plumbers and Intl. Operating Engineers (AFL-CIO/CFL)	July	415
Ontario Paper Co. Ltd., Thorold and Cdn. Paperworkers (CLC) and Longshoremen (AFL-CIO/CLC) (mill empls.)	Aug.	479
Reed Decorative Products Ltd. (Sunworthy Wallcoverings Div.), Toronto and Cdn. Paperworkers (CLC) (hourly-rated empls.)	Jan.	6
Spruce Falls Power and Paper Co. Ltd., and Kimberly-Clark of Canada Ltd., Kapuskasing and Cdn. Paperworkers (CLC)	Oct.	602

#### PRINTING, PUBLISHING AND ALLIED

Carlton Cards Ltd., Toronto and Ind. Greeting Card Workers (an affiliation of Intl. Assn. of Greeting Card Workers) (plant production empls.)	June	317
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont. and Montreal, Que. and Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photoengravers)	Feb.	52
Council of Printing Industries of Canada, Toronto and area and Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	Feb.	53
Council of Printing Industries of Canada, Toronto and area and Typographical Union (AFL-CIO/CLC)	June	318
Toronto Star Newspapers Ltd. and Newspaper Guild (AFL-CIO/CLC) (non-printing empls.)	Oct.	605
Toronto Star Newspapers Ltd. and Printing and Graphic Union, Graphic Arts Union and Machinists (AFL-CIO/CLC) (pressmen and paperhandlers, stereotypers and mailing room empls.)	July	416

#### PRIMARY METAL

Atlas Steels (Div. of Rio Algom Ltd.), Welland and Cdn. Steelworkers (Ind.) (production and maintenance empls.)	Mar.	113
Burlington Steel, Div. of Slater Steel Industries Ltd., Hamilton and United Steelworkers (AFL-CIO/CLC) (plant empls.)	Feb.	54
Canon Inc., Ingot Mould Foundry, Hamilton and United Steelworkers (AFL-CIO/CLC)	May	252

Daymond Ltd., Aluminum Div. Plant, Chatham and Auto Workers (CLC)	Aug.	508
Eldorado Resources Ltd., Port Hope and United Steelworkers (AFL-CIO/CLC)	Dec.	772
Fittings (1980) Inc., Oshawa and United Steelworkers (AFL-CIO/CLC)	Sept.	538
Inco Metals Co., a unit of Inco Ltd., Port Colborne and United Steelworkers (AFL-CIO/CLC)	July	417
International Malleable Iron Co. Ltd., Guelph and United Steelworkers (AFL-CIO/CLC)	Mar.	116
Lake Ontario Steel Co. Ltd., Whitby, and United Steelworkers (AFL-CIO/CLC) (plant empls.)	Mar.	115
Union Carbide Canada Ltd., Carbon Products, Metals, Welland and Electrical Workers (UE) (CLC) (hourly rated plant empls.)	Apr.	187
Webster Mfg. (London) Ltd., London and Molders (AFL-CIO/CLC)	May	253

## METAL FABRICATING

Algoods, Div. of Alcan Canada Products Limited, Toronto and United Steelworkers (AFL-CIO/CLC)	Oct.	605
Automotive Hardware Ltd., Automatic Screw Machine Products Ltd. and Federal Bolt & Nut Corp. Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	Apr.	188
C.E. Canada Combustion Engineering - Superheater Ltd., Cornwall and Boilermakers (AFL-CIO/CFL)	Dec.	733
Canvil Ltd., Simcoe and Machinists (AFL-CIO/CLC)	Nov.	665
The Cooper Tool Group Ltd., Port Hope and United Steelworkers (AFL-CIO/CLC)	Sept.	539
Dresser Canada, Inc., Industrial Products Div., Cambridge and United Steelworkers (AFL-CIO/CLC)	Feb.	58
Fabricated Steel Products (Windsor) Ltd., Windsor and Auto Workers (CLC)	Aug.	481
Firestone Steel Products of Canada, Div. of Firestone Canada Inc., London and Auto Workers (CLC)	Mar.	117
Frankel Steel Ltd., Milton, and United Steelworkers (AFL-CIO/CLC)	Jan.	8
John T. Hepburn Ltd., Mississauga and Toronto and United Steelworkers (AFL-CIO/CLC)	Nov.	664
Kawneer Co. Canada Ltd., Toronto and Structural Iron Workers (AFL-CIO)	Aug.	480
Otaco, Div. of Redlaw Industries Inc., Orillia and United Steelworkers (AFL-CIO/CLC)	Feb.	59
Pioneer Chain Saw Corp.Inc., Peterborough and United Steelworkers (AFL-CIO/CLC)	June	320
Rheem Canada Inc., Hamilton and Oakville and United Steelworkers (AFL-CIO/CLC)	Feb.	56
Richards-Wilcox of Canada Ltd., London and Machinists (AFL-CIO/CLC)	Jan.	9
Royal Canadian Mint, Ottawa, Ont., Hull, Que. and Winnipeg, Man. and Public Service Alliance (PSAC) (CLC) (production and office empls.)	Apr.	218
Royal Canadian Mint, Ottawa, Ont., Hull, Que. and Winnipeg, Man. and Public Service Alliance (PSAC) (CLC) (production and office empls.)	Nov.	692
Supreme Aluminum Industries Ltd., Pickering and Toronto and Employees' Assn. (Ind.)	Mar.	118
Vulcan Industrial Packaging Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	Mar.	119
Westeel-Rosco Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	June	318

## MACHINERY

Bata Engineering, a Div. of Bata Industries Ltd., Batawa, Frankford and Trenton and Machinists (AFL-CIO/CLC)	Mar.	120
Black Clawson - Kennedy Ltd., Owen Sound and United Steelworkers (AFL-CIO/CLC)	May	253
Brown Boveri Howden Inc., Toronto and Boilermakers (AFL-CIO/CLC)	Mar.	121
Canadian Blower/Canada Pumps Ltd., Kitchener and United Steelworkers (AFL-CIO/CLC)	Dec.	734
Canadian Timken Ltd., St. Thomas and United Steelworkers (AFL-CIO/CLC)	Apr.	189
Carrier Canada Ltd., Brampton and Sheet Metal Workers (AFL-CIO/CLC)	Apr.	191

## TRANSPORTATION EQUIPMENT

Blackstone Industrial Products Ltd., Stratford and Auto Workers (CLC)	May	275
Chrysler Canada Ltd., Ajax, Etobicoke and Windsor and Auto Workers (CLC) (engineers, office and technical empls.)	Dec.	734
Chrysler Canada Ltd., Ajax, Etobicoke and Windsor and Auto Workers (CLC) (plant empls.)	Dec.	735
Daal Specialties (Canada) Ltd., Collingwood and Auto Workers (CLC)	Dec.	778
Eaton Yale Ltd., Suspension Div., Chatham and Auto Workers (CLC)	Dec.	736
Eaton Yale Ltd., Suspension Div., Wallaceburg and Auto Workers (CLC)	Apr.	192
Essex International of Canada Ltd., St. Thomas and Machinists (AFL-CIO/CLC)	May	280
Ford Motor Co. of Canada Ltd., Windsor, Bramalea, Oakville, Niagara Falls and St. Thomas and Auto Workers (CLC) (hourly-rated empls.)	Oct.	606
Ford Motor Co. of Canada Ltd., Bramalea and Windsor and Auto Workers (CLC) (office, clerical and technical empls.)	Oct.	608
Fruehauf Canada Inc., Manufacturing Plant and Factory Service Branch, Mississauga and Auto Workers (CLC)	Dec.	736
General Motors of Canada Ltd., London, Oshawa, St. Catharines, Scarborough, Windsor and Woodstock, Ont. and St. Eustache and St. Therese, Que. and Auto Workers (CLC) (plant empls.)	Sept.	539
Hawker Siddeley Canada Inc. (Canadian Car Div.), Thunder Bay and Auto Workers (CLC)	Oct.	609
Hawker Siddeley Canada Inc. Orenda Div., Malton and Machinists (AFL-CIO/CLC)	Nov.	666
Imperial Clevite Canada Inc., St. Thomas and Machinists (AFL-CIO/CLC)	June	320
Mack Canada Inc., Oakville Assembly Plant and Machinists (AFL-CIO/CLC)	Sept.	541
Midas Canada Inc. and Midas Manufacturing Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	June	321
Motor Wheel Corp. of Canada Ltd., Chatham and Auto Workers (CLC)	May	254
North American Plastics Co. Ltd., Wallaceburg and Auto Workers (CLC)	Nov.	667
Rockwell International of Canada Ltd., Tilbury and Auto Workers (CLC)	Apr.	221
Thrush Inc., Toronto and United Steelworkers (AFL-CIO/CLC)	Dec.	737
Wabco Ltd., Stoney Creek Plant and Electrical Workers (UE) (CLC) (hourly-rated empls.)	Jan.	10



# ELECTRICAL PRODUCTS

C & M Products Ltd., Markham and United Steelworkers (AFL-CIO/CLC)	June	323
Canwirco Inc., Simcoe and United Steelworkers (AFL-CIO/CLC)	July	417
Edwards, a Unit of General Signal Ltd., Owen Sound and United Steelworkers (AFL-CIO/CLC)	Oct.	611
Federal Pioneer Ltd., Toronto and Electrical Workers (IUE) (AFL-CIO/CLC)	Feb.	59
Ferranti-Packard Transformers Ltd., St. Catharines and United Steelworkers (AFL-CIO/CLC)	Mar.	126
Fleck Manufacturing Inc., Huron Park and Auto Workers (CLC)	May	281
Hammond Manufacturing Co. Ltd., Guelph and Employees' Assn. (Ind.) (plant and distribution centre empls.)	Oct.	611
Inglis Ltd., Stoney Creek and Auto Workers (CLC) (production empls.)	June	321
Leigh Instruments Ltd., (Industrial Products Div.), Waterloo and Auto Workers (CLC)	May	279
Northern Telecom Canada Ltd., Belleville, Brampton, Kingston and London, Ont. and Saint John, N.B. and Auto Workers (CLC) (hourly-rated empls.)	Mar.	122
Northern Telecom Canada Ltd., Belleville, Brampton, Kingston and London and Auto Workers (CLC) (office empls.)	Mar.	125
Northern Telecom Canada Ltd., Hamilton, Kitchener, London, North Bay, Thunder Bay, Toronto and Windsor, Ont., Winnipeg, Man., Saskatoon, Sask. and Calgary and Edmonton, Alta. and Communication Workers (CLC)	July	438
Philco-Ford of Canada Ltd., Toronto and Machinists (AFL-CIO/CLC)	Dec.	738
Philips Electronics Ltd., Strathroy Furniture Div., Strathroy, Christian Labour Assn. (Ind.)	May	256
Phillips Cables Ltd., Brockville and Electrical Workers (IUE) (AFL-CIO/CLC)	Sept.	542
Rockwell International of Canada Ltd., Collins Canada Div., Toronto and Electrical Workers (IBEW) (AFL-CIO/CFL)	Dec.,	779
Singer Co. of Canada Ltd., Controls Div., St. Thomas and United Steelworkers (AFL-CIO/CLC)	Dec.	739
Smith and Stone Ltd., Georgetown and Auto Workers (CLC)	Feb.	60
Solaray, Div. of Sunbeam Corp. (Canada) Ltd., Brantford and Cdn. Textile and Chemical Union (CCU)	Oct.	610
Sparton of Canada Ltd., London and Auto Workers (CLC)	Jan.	12
J.E. Thomas Specialties Ltd., Lindsay and Rubber Workers (AFL-CIO/CLC)	Jan.	12
Westinghouse Canada Inc., Hamilton and Electrical Workers (UE) (CLC) (office and clerical empls.)	Nov.	668
Westinghouse Canada Inc., London and Electrical Workers (UE) (CLC)	June	384

# NON-METALLIC MINERAL PRODUCTS

Canada Building Materials Co. and other Ready Mix companies, southwestern Ontario and Teamsters (Ind.)	Oct.	629
Canada Sand Papers Ltd., Plattsville and Energy and Chemical Workers (CLC)	Nov.	668
Carborundum Canada Inc., Niagara Falls and United Steelworkers (AFL-CIO/CLC)	May.	256
Domglas Inc., Brampton and Glass and Ceramic Workers (AFL-CIO/CLC)	Feb.	61
Domtar Inc., Domtar Construction Materials/Gypsum Products, Caledonia and United Steelworkers (AFL-CIO/CLC)	June	385

Electro Porcelain Co. Ltd., Waterloo and United Steelworkers (AFL-CIO/CLC)	Mar.	127
O.B. Canada Inc., Niagara Falls and Teamsters (Ind.)	Aug.	483
PPG Industries Canada Ltd., Glass Div., Owen Sound and Glass and Ceramic Workers (AFL-CIO/CLC)	Feb.	30
Toronto and Vicinity Ready Mix Companies and Teamsters (Ind.)	Aug.	482

#### CHEMICAL AND CHEMICAL PRODUCTS

BCL Canada Inc., Cornwall and Clothing and Textile Workers (AFL-CIO/CLC)	Sept.	543
Connaught Laboratories Ltd., Toronto and Energy and Chemical Workers (CLC)	June	13
Cyanamid Canada Inc. (Niagara Plant), Niagara Falls and Electrical Workers (UE) (CLC)	Dec.	740
Union Carbide Canada Ltd., Lindsay and Printing and Graphic Union (AFL-CIO/CLC)	June	323

#### MISCELLANEOUS MANUFACTURING

Atomic Energy of Canada Ltd., Radio Chemical Co./Commercial Products, Ottawa and Energy and Chemical Workers (CLC)	June	324
Computing Devices Co., a Div. of Control Data Canada, Ltd., Nepean and Salaried Employees Alliance (Ind.)	Dec.	740
Computing Devices Co., a Div. of Control Data Canada Ltd., Ottawa and Stittsville and Employees' Assn. (Ind) (clerical, technical and plant empls.)	Feb.	90
Cooper Canada Ltd., Toronto and Glass, Pottery and Plastic Workers (AFL-CIO/CLC) (plant and warehouse empls.)	Sept.	544
Johnson Matthey Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	Mar.	158
Kodak Canada Inc., Brampton and Toronto and Employees' Assn. (Ind.)	Nov.	670
Rockwell International of Canada Ltd., Plastics Div., Gananoque and United Steelworkers (AFL-CIO/CLC)	Aug.	485
Westclox Canada Ltd., Peterborough and Electrical Workers (IUE) (AFL-CIO/CLC)	Aug.	484
Woodbridge Foam Corp., Woodbridge and Clothing and Textile Workers (AFL-CIO/CLC)	Sept.	543

#### MINES

Cliffs of Canada Ltd. (Adams Mine, Kirkland Lake and Sherman Mine, Temagami) and United Steelworkers (AFL-CIO/CLC)	May	257
Falconbridge Nickel Mines Ltd., Falconbridge and United Steelworkers (AFL-CIO/CLC) (office, clerical and technical empls.)	Mar.	129
Inco Metals Co., a unit of Inco Ltd., Sudbury and United Steelworkers (AFL-CIO/CLC)	July	419
Kerr Addison Mines Ltd., Virginiatown and Employees' Assn. (Ind.)	July	418
Pamour Porcupine Mines Ltd. (Pamour, Hollinger, Ross and Schumacher Divs.) and United Steelworkers (AFL-CIO/CLC) (mine and plant empls.)	Feb.	62
Willroy Mines Ltd. (Macassa Div.), Kirkland Lake and United Steelworkers (AFL-CIO/CLC)	June	325



# TRANSPORTATION

Air Canada, system-wide and Air Line Employees (CLC) (sales dept. empls.)	Nov.	688
Air Canada, system-wide and Air Line Flight Attendants (CLC)	Nov.	689
Air Canada, system-wide and Machinists (AFL-CIO/CLC)	July	420
Canadian National Railways, system-wide and Locomotive Engineers (Ind.) (locomotive engineers and firemen)	May	260
Canadian National Railways, system-wide and Locomotive Engineers (Ind.) (locomotive engineers and firemen)	Dec.	773
Canadian National Railways, system-wide and Rail Canada Traffic Controllers (CCU)	July	421
Canadian National Railways, system-wide and Rail Canada Traffic Controllers (CCU)	Dec.	773
Canadian National Railways, system-wide and United Transportation Union (AFL-CIO/CLC) (conductors, baggagemen, trainmen, yardmen and other empls.)	Aug.	487
Canadian National Railways, system-wide and United Transportation Union (AFL-CIO/CLC) (conductors, baggagemen, trainmen, yardmen and other empls.)	Dec.	774
Canadian National Railways, Canadian Pacific Ltd. and other railways, system-wide and Cdn. Council of Railway Shopcraft Employees and Allied Workers (shopcraft empls.)	July	422
Canadian National Railways, Canadian Pacific Ltd. and other railways, system-wide and Cdn. Council of Railway Shopcraft Employees and Allied Workers (shopcraft empls.)	Dec.	774
Canadian National Railways, Canadian Pacific Ltd., Via Rail and other railways, system-wide and Associated Non-Operating Railway Unions (5 unions)	Dec.	775
Canadian Pacific Air Lines Ltd., system-wide and Machinists (AFL-CIO/CLC)	Aug.	486
Canadian Pacific Ltd., system-wide and Locomotive Engineers (Ind.) (locomotive engineers and firemen)	May	261
Canadian Pacific Ltd., system-wide and Locomotive Engineers (Ind.) (locomotive engineers and firemen)	Dec.	776
Canadian Pacific Ltd., system-wide and Rail Canada Traffic Controllers (CCU)	Aug.	487
Canadian Pacific Ltd., system-wide and Rail Canada Traffic Controllers (CCU)	Dec.	776
Canadian Pacific Ltd., system-wide and United Transportation Union (AFL-CIO/CLC) (conductors, baggagemen, brakemen, car retarder operators, yardmen and switchtenders)	Aug.	489
Canadian Pacific Ltd., system-wide and United Transportation Union (AFL-CIO/CLC) (conductors, baggagemen, brakemen, car retarder operators, yardmen and switchtenders)	Dec.	776
Canadian Pacific Ltd., Canadian National Railways, Via Rail and 9 other rail carriers, system-wide and Associated Non-Operating Railway Unions (5 unions)	Apr.	192
Glengarry Transport Ltd., Intercity and Natl. Council of Cdn. Labour (Ind.)	Dec.	743
Hamilton Street Railway Co. and Canada Coach Lines, Hamilton and Transit Union (AFL-CIO/CLC) (hourly-rated and salaried empls.)	Sept.	545
Kingsway Transport Ltd. and Kingsway Dalewood Ltd., province-wide and Teamsters (Ind.)	Aug.	504
Kingsway Transport Ltd. and Kingsway Dalewood Ltd., Toronto and other centres and Teamsters (Ind.)	May	277
London Transit Commission and Transit Union (AFL-CIO/CLC)	Dec.	744

Mississauga City Corp. Transit Dept. and Transit Union (AFL-CIO/CLC)	Sept.	546
Motor Transport Industrial Relations Bureau of Ontario (Inc.) (General Freight and General Maintenance Div.), system-wide and Teamsters (Ind.) (drivers and dock empls., garage and maintenance empls.)	Nov.	671
Overland Express Ontario, Toronto and other centres and Teamsters (Ind.)	Feb.	91
St. Lawrence Seaway Authority, Ontario and Quebec and Railway, Transport and General Workers (CLC)	Dec.	742
Travelways School Transit Ltd. (Mississauga Div.), Mississauga and Railway, Transport and General Workers (CLC)	Nov.	672
United Parcel Service Canada Ltd., province-wide and Teamsters (Ind.)	July	441

#### COMMUNICATION

Bell Canada and Communications Workers (CLC) (operator services and dining service empls. in Quebec and Ontario and craft and services empls., system-wide)	Mar.	131
Bell Canada, Quebec and Ontario and Cdn. Telephone Employees (Ind.) (communications sales empls.)	Feb.	63
CFTO-TV Ltd., Toronto and Broadcast Employees (NABET)(CLC)	Mar.	130
CN/CP Telecommunications and Communications and Allied Workers (CCU)	May	261
Canada Post Corp. and Letter Carriers (CLC) (postal operations group, non-supervisory, external mail collection and delivery services)	Feb.	64
Canada Post Corp. and Letter Carriers (CLC) (postal operations group, non-supervisory, external mail collection and delivery services)	Nov.	694
Canada Post Corp. and Postal Officials (Ind.) (postal supervisors)	Mar.	135
Canada Post Corp. and Postal Officials (Ind.) (postal supervisors)	Aug.	576
Canada Post Corp. and Postal Workers (CLC) (inside post office empls.)	Nov.	693
Canada Post Corp. and Postmasters and Assistants (Ind.)	Feb.	65
Canada Post Corp. and Postmasters and Assistants (Ind.)	Nov.	693
Canada Post Corp. and Public Service Alliance (PSAC) (CLC) (clerical, drafting and office equipment empls.)	June	326
Canada Post Corp. and Public Service Alliance (PSAC) (CLC) (clerical, drafting and office equipment empls.)	Dec.	745
Canadian Broadcasting Corp., Canada-wide and CUPE (CLC) (office and professional unit) (English Services Div.)	Mar.	160
Canadian Broadcasting Corp., Canada-wide and CUPE (CLC) (production unit) (English Services Div.)	Mar.	161
Northern Telephone Ltd., province-wide and Communications Workers (CLC)	July	423

#### ELECTRIC POWER, GAS AND WATER UTILITIES

The Consumers' Gas Co., Toronto and other southeastern Ontario centres and Energy and Chemical Workers (CLC)	Dec.	745
Hamilton City Hydro-Electric Commission and Electrical Workers (IBEW) (AFL-CIO/CFL)	July	425
North York City Hydro Electric Commission and CUPE (CLC)	June	328

Ontario Hydro, province-wide and CUPE (CLC) (salaried and hourly-rated empls.)	Apr.	194
Scarborough Borough Public Utilities Commission (Hydro Div., Water Works Div. and Garage Div.) and Utility Workers of Canada (Ind.)	Aug.	489
Toronto Electric Commissioners and Toronto Hydro-Electric System and CUPE (CLC)	Feb.	67
Windsor Utilities Commission and Electrical Workers (IBEW) (AFL-CIO/CLC)	Apr.	195

#### WHOLESALE TRADE

Crothers Ltd., Concord and Auto Workers (CLC)	Mar.	136
Drug Trading Co. Ltd. and Druggists Corp. Ltd., Toronto and Energy and Chemical Workers (CLC)	May	263
Metro Toronto News Co., Lakeland Distributors and Western Ontario Distributors, Toronto, Barrie and London and Teamsters (Ind.)	Oct.	635
Samuel, Son and Co. Ltd., Mississauga and United Steelworkers (AFL-CIO/CLC)	Mar.	156

#### RETAIL TRADE

Canada Safeway Ltd., Toronto, Hamilton, Belleville, Burlington, Oshawa and other Ontario centres and Food and Commercial Workers (full-time and part-time retail food empls.)	Nov.	673
Dominion Stores Ltd., Guelph, Kitchener, Midland, Waterloo and K-Mart Plaza in Waterloo Township and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time empls.)	Oct.	612
Dominion Stores Ltd., Sarnia and Lambton County and United Steelworkers (AFL-CIO/CLC)	Oct.	614
Dominion Stores Ltd., Sault Ste. Marie and various centres in northern Ontario and Retail, Wholesale Employees (AFL-CIO/CLC)	Nov.	674
Dominion Stores Ltd., Sudbury and Retail, Wholesale Employees (AFL-CIO/CLC) (full-time and part-time empls.)	Dec.	746
Dominion Stores Ltd., Toronto and Retail, Wholesale Employees (AFL-CIO/CLC) (full-time and part-time distribution empls.)	Oct.	615
Dominion Stores Ltd., Toronto and various other centres throughout southwestern Ontario and Retail, Wholesale Employees (full-time and part-time retail food empls.)	Oct.	617
Dominion Stores Ltd. and Thrift Stores, Amherstburg and Windsor and United Steelworkers (AFL-CIO/CLC) (full-time and part-time empls.)	Nov.	695
The Great Atlantic and Pacific Co. of Canada Ltd., province-wide and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Oct.	618
Liquor Control Board of Ontario and Liquor Licence Board of Ontario and Ont. Liquor Board Employees (NUPGE) (CLC)	Aug.	492
Loblaws Ltd., Ottawa, Toronto and various other centres throughout southern Ontario and Food and Commercial Workers (AFL-CIO/CLC) (full and part-time empls.)	Sept.	547
Loblaws Ltd., various centres and Westfair Foods Ltd., Thunder Bay and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time empls.)	Aug.	490
N & D Supermarket Ltd., Windsor and Employees' Assn. (Ind.)	Aug.	491
Steinberg Inc. (Miracle Food Mart Div.), various southern Ontario centres and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time empls.)	Oct.	619



Steinberg Inc. (Miracle Mart Div.), Toronto and other centres in Ontario except the eastern counties and Food and Commercial Workers (AFL-CIO/CLC) (retail department store empls.)	Oct.	619
Sunnybrook Food Market (Keele) Ltd., province-wide and Natl. Council of Cdn. Labour (Ind.) (part-time clerks)	July	426
Thunder Bay Grocery Stores (Canada Safeway Ltd. and Dominion Stores Ltd.) and Food and Commercial Workers (AFL-CIO/CLC)	Nov.	675

#### FINANCE, INSURANCE AND REAL ESTATE

Ontario Housing Corp. and Metro Toronto Housing Authority, Toronto and CUPE (CLC) (maintenance empls.)	Feb.	68
Ontario Housing Corp. and other Housing Authorities, province-wide (except Metro Toronto) and CUPE (CLC) (office and maintenance empls.)	Mar.	137

#### EDUCATION AND RELATED SERVICES

Brant County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	329
Carleton Roman Catholic Separate School Board and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	138
Carleton Roman Catholic Separate School Board and Assn. des Enseignants Franco-Ontariens (Ind.)	July	426
Carleton Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (Ind.)	Mar.	139
Carleton University, Ottawa and Academic Staff Assn. (Ind.) (professors, librarians and instructors)	Mar.	147
Carleton University, Ottawa and CUPE (CLC) (clerical, technical, administrative and service empls.)	July	428
Carleton University, Ottawa and CUPE (CLC) (graduate and undergraduate student part-time teachers)	Mar.	148
Dufferin-Peel Roman Catholic Separate School Board and CUPE (CLC) (maintenance, services and plant operations empls.)	Mar.	139
Dufferin-Peel Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	548
Durham Board of Education and CUPE (CLC) (caretaking and maintenance empls., cafeteria staff and bus drivers)	Oct.	621
Durham Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Nov.	676
Durham Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Feb.	69
Durham Region Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Feb.	70
Durham Region Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	549
Elgin County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	381
Elgin County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	387
Essex County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	330

Etobicoke Borough Board of Education and CUPE (CLC) (caretakers, matrons and maintenance empls.)	Mar.	140
Frontenac County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	July	442
Frontenac County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	331
Frontenac-Lennox and Addington County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	550
Grey County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	331
Grey County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Mar.	141
Haldimand Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	332
Halton Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	677
Hamilton City Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Jan.	14
Hamilton-Wentworth Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	678
Hastings-Prince Edward County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (Ind.)	Aug.	505
Huron County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	332
Huron County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	March	142
Kent County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Sept.	550
Kent County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	333
Lakehead Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Nov.	679
Lakehead District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	142
Lakehead University Board of Governors, Thunder Bay and Faculty Assn. (Ind.) (full-time academic empls.)	July	428
Lambton County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	333
Lambton County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Aug.	506
Lanark County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	334
Laurentian University Board of Governors, Sudbury and Faculty Assn. (Ind.)	Oct.	623
Leeds and Grenville County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Sept.	551
Leeds and Grenville County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	552
Lennox and Addington County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Feb.	71



Lincoln County Board of Education and CUPE (CLC)	Jan.	14
Lincoln County Board of Education and CUPE (CLC) (full-time and part-time maintenance, caretaking, bus drivers and cafeteria empls.)	Jan.	15
Lincoln County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Apr.	196
Lincoln County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Oct.	622
Lincoln County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Feb.	72
Lincoln County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	622
Lincoln County Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	335
London and Middlesex County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	337
London City Board of Education and CUPE (CLC)	Apr.	197
London City Board of Education and CUPE (CLC) (full-time and part-time teacher assistants and office and clerical empls.)	June	335
London City Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	336
London City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	680
McMaster University, Hamilton and Cdn. Educational Workers (Ind.)	Nov.	683
Metropolitan Toronto, North York City and the Boroughs of Scarborough, Etobicoke, East York and York Boards of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	747
Metropolitan Toronto Library Board and CUPE (CLC) (librarians, library assistants, office and clerical empls. and maintenance workers)	Nov.	686
Metropolitan Toronto Separate School Board and CUPE (CLC) (maintenance, services and plant operations empls.)	Dec.	748
Metropolitan Toronto Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	338
Middlesex County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	July	443
Middlesex County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	May	274
Niagara South Board of Education and CUPE (CLC) (maintenance, services and plant operations empls.)	Feb.	73
Niagara South Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Feb.	73
Niagara South Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	339
Niagara South Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	340
Niagara South Board of Education and Secretarial and Clerical Assn. (Ind.)	Mar.	143
Nipissing Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Sept.	553

Nipissing Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	554
Nipissing District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	681
North Shore District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	387
North York City Board of Education and CUPE (CLC) (caretakers and matrons)	May	282
North York City Board of Education and CUPE (CLC) (caretakers and matrons)	Dec.	749
North York City Board of Education and CUPE (CLC) (office, clerical and technical empls. and teachers aides)	May	263
North York City Board of Education and CUPE (CLC) (office, clerical and technical empls. and teachers aides)	Dec.	749
North York Public Library Board and CUPE (CLC)	July	431
Northumberland and Newcastle Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Apr.	197
The Ontario Institute for Studies in Education, Toronto and Cdn. Educational Workers (Ind.)	Apr.	202
The Ontario Institute for Studies in Education, Toronto and Cdn. Educational Workers (Ind.)	Dec.	753
Ottawa Board of Education and CUPE (CLC) (office, clerical and technical empls.)	Apr.	198
Ottawa Board of Education and Employees' Assn. (Ind.) (maintenance, services and plant empls.)	June	340
Ottawa Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	144
Oxford County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Sept.	555
Peel Board of Education and CUPE (CLC)	Jan.	16
Peel Board of Education and CUPE (CLC) (office and clerical empls.)	Jan.	17
Peel Board of Education and Fed. of Women Teachers' Assns. and Ont. Public School Teachers' Fed. (Ind.)	Sept.	556
Perth County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	341
Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (Ind.)	Jan.	18
Provincial Schools Authority, province-wide and Fed. of Provincial Schools Authority Teachers (Ind.)	Nov.	689
Queen's University, Kingston and CLC-Directly Chartered	July	429
Renfrew County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	342
Renfrew County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	19
Renfrew County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	556
Ryerson Polytechnical Institute Board of Governors, Toronto and Cdn. Educational Workers (Ind.) (part-time and sessional instructors)	Dec.	777
Ryerson Polytechnical Institute Board of Governors, Toronto and Faculty Assn. (Ind.)	Sept.	559

Sault Ste. Marie District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	343
Scarborough Borough Board of Education and CUPE (CLC) (full-time operations and maintenance empls.)	Mar.	145
Scarborough Borough Board of Education and CUPE (CLC) (full-time operations and maintenance empls.)	Dec.	750
Scarborough Borough Board of Education and CUPE (CLC) (part-time operations and maintenance empls.)	Mar.	146
Scarborough Borough Board of Education and CUPE (CLC) (part-time operations and maintenance empls.)	Dec.	750
Scarborough Public Library Board and CUPE (CLC)	May	265
Simcoe County Board of Education and CUPE (CLC), (maintenance, services, and plant operations empls.)	Apr.	199
Simcoe County Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	343
Simcoe County Board of Education and Ont. Public Service Employees (NUPGE) (CLC)	Sept.	557
Simcoe County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	344
Simcoe County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	345
Stormont, Dundas and Glengarry County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	346
Stormont, Dundas and Glengarry County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Aug.	509
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	19
Sudbury District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	200
Timmins District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	347
Toronto City Board of Education and CUPE (CLC)	Apr.	201
Toronto City Board of Education and CUPE (CLC) (caretakers and maintenance empls.)	Apr.	222
Toronto City Board of Education and CUPE (CLC) (elementary school office and clerical empls.)	Apr.	202
Toronto City Board of Education and Educational Assistants' Assn. (Ind.)	Sept.	557
Toronto City Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	751
Toronto City Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	752
Toronto City Board of Education and Toronto-Central Ontario Building and Construction Trades Council (AFL-CIO)	July	427
Toronto Public Library Board and CUPE (CLC) (full-time and part-time librarians, clerical and maintenance and caretaking empls.)	July	443
University of Guelph and CUPE (CLC) (trades, services and maintenance empls.)	July	430



University of Guelph and Staff Assn. (Ind.) (office, clerical, laboratory and technical empls.)	Aug.	493
University of Toronto (Libraries) and CUPE (CLC) (non-professional full-time empls.)	Sept.	580
University of Waterloo and CUPE (CLC) (plant operations and food services empls.)	Sept.	571
University of Western Ontario, London and CUPE (CLC) (food services)	Oct.	630
University of Western Ontario, Physical Plant Dept., London and CUPE (CLC)	May	264
University of Windsor and Faculty Assn. (Ind.)	Sept.	560
University of Windsor and Service Employees Intl. (AFL-CIO/CLC)	July	430
Victoria County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Sept.	558
Waterloo County Board of Education and Non-Academic Staff Assn. (Ind.)	Jan.	20
Waterloo County Board of Education and Non-Academic Staff Assn. (Ind.)	Dec.	752
Wellington County Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	347
Wentworth County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Oct.	623
Wentworth County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	682
Windsor City Board of Education and CUPE (CLC)	June	348
Windsor City Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Nov.	682
York Borough Board of Education and CUPE (CLC)	Mar.	146
York County Board of Education and CUPE (CLC) (office, clerical and technical empls.)	Jan.	21
York Region Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	349
York Region Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	350
York Region Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	558
York University, Toronto and CUPE (CLC) (maintenance, services and plant operations empls.)	Aug.	494
York University, Toronto and Cdn. Educational Workers (Ind.) (part-time faculty, Unit 1 Graduate Students and Unit 2 Non-Graduate Students)	Sept.	561
York University, Toronto and Faculty Assn. (Ind.) (academic staff empls.)	June	351
York University, Toronto and York University Staff Assn. (CCU) (secretarial, clerical and technical empls.)	Aug.	495

#### HEALTH AND WELFARE SERVICES

Baycrest Hospital and Jewish Home for the Aged, Mount Sinai Hospital, Sunnybrook Hospital, Wellesley Hospital and Toronto East General and Orthopaedic Hospital Inc., Toronto and Service Employees Intl. (AFL-CIO/CLC) (office and clerical empls.)	Jan.	21
Bestview Holdings Ltd. and Bestview Services Ltd., Markham, Newmarket, Orillia, St. Catharines, Sarnia and Toronto and Christian Labour Assn. (Ind.)	Feb.	74

Bethany Lodge Nursing Home and 10 others, southwestern Ontario and Service Employees Intl. (AFL-CIO/CLC)	Feb.	75
Central Park Lodges of Canada (Retirement Homes), Hamilton, London, Ottawa, Toronto and Windsor and Service Employees Intl. (AFL-CIO/CLC)	Aug.	497
Chatham Public General Hospital and Service Employees Intl. (AFL-CIO/CLC)	Feb.	88
Children's Aid Society of Metropolitan Toronto and CUPE (CLC)	June	351
Extendicare Ltd. and 7 other companies representing a total of 33 nursing care homes in Ontario and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	June	353
Halton Regional Municipality, Halton Centennial Manor Home for the Aged, Milton and Cdn. Operating Engineers (CCU)	Sept.	565
Hamilton-Wentworth Regional Municipality (Macassa Lodge) and CUPE (CLC)	Jan.	25
Metropolitan Toronto Catholic Children's Aid Society and CUPE (CLC)	Sept.	566
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres and Professional Assn. of Internes and Residents of Ont. (PAIRO) (Ind.)	Jan.	23
Ottawa Civic Hospital and CUPE (CLC) (medical technologists and technicians)	June	388
Peel Manor Home for the Aged, Brampton and Sheridan Villa Homes for the Aged, Mississauga and CUPE (CLC)	Apr.	203
Riverdale Hospital, Toronto and CUPE (CLC) (nurses and paramedical empls.)	Feb.	92
St. Joseph's Hospital, Hamilton and 37 other hospitals in Ontario and OPSEU (NUPGE) (CLC) (para-medical empls.)	Mar.	148
Sunnybrook Hospital and 45 other Ontario hospitals and Service Employees Intl. (AFL-CIO/CLC)	Aug.	495
Twenty-nine Ontario hospitals and Cdn. Operating Engineers (CCU)	Feb.	74
Victoria Hospital Corp., London and 15 other area hospitals and Service Employees Intl. (AFL-CIO/CLC) (full-time empls.)	Jan.	23
Victoria Hospital Corp., London and 11 other area hospitals and Service Employees Intl. (AFL-CIO/CLC) (part-time empls.)	Sept.	563
Windsor Western Hospital Centre Inc. (I.O.D.E. and Riverview Units), St. Joseph Religious Hospitalers of Hotel Dieu, The Salvation Army Grace Hospital, and The Metropolitan General Hospital, Windsor and Service Employees Intl. (AFL-CIO/CLC)	May	265

#### AMUSEMENT AND RECREATION SERVICES

Ontario Jockey Club (Mutuel Dept., Standardbred Race Operations), province-wide and Service Employees Intl. (AFL-CIO/CLC)	Apr.	204
Ontario Jockey Club (Mutuel Dept., Thoroughbred Race Operations), province-wide and Service Employees Intl. (AFL-CIO/CLC)	Apr.	205
Toronto Commercial Film Producers Assn. and Theatrical Stage Employees (I.A.T.S.E.) (AFL-CIO/CLC)	Feb.	77

#### SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Ltd., Chalk River Nuclear Laboratories, Chalk River and Deep River and Office and Professional Employees (AFL-CIO/CLC)	May	267
Atomic Energy of Canada Ltd., Engineering Co., Mississauga and Public Service Alliance (PSAC) (CLC) (drafting and illustration empls.)	June	355



Atomic Energy of Canada Ltd., (Engineering Co. and International Co.), Mississauga, Ont., and Montreal, Que. and Society of Professional Engineers (Ind.)	Dec.	753
Atomic Energy of Canada Ltd., Research Co., Chalk River and Canadian Labour Congress (CLC)	Aug.	507
Canadian Press and Broadcast News, Toronto and Ottawa and Newspaper Guild (AFL-CIO/CLC)	Dec.	754
Canadian Standards Assn., Toronto and CUPE (CLC)	Apr.	219

#### PERSONAL SERVICES

Canadian Pacific Hotels Ltd. (Royal York Hotel), Toronto and Hotel Employees (AFL-CIO/CLC) (full-time and part-time empls.)	Apr.	206
Canteen of Canada Ltd. (Ontario) (Vending and Food Service), Brantford, Hamilton, London, Oakville, Peterborough, St. Catharines and Toronto and Retail, Wholesale Employees (AFL-CIO/CLC)	Apr.	207
Cara Operations Ltd., Mississauga and Hotel Employees (AFL-CIO/CLC)	Feb.	78
Toronto Hotels Extra Waiters and Hotel Employees (AFL-CIO/CLC)	Sept.	566

#### MISCELLANEOUS SERVICES

Modern Building Cleaning, a Div. of Dustbane Enterprises Ltd., Toronto Dominion Centre and CUPE (CLC)	Apr.	208
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#### FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) and Cdn. Air Traffic Control Assn. (Ind.)	May	268
Government of Canada (Treasury Board) and Cdn. Professional and Technical Employees (Ind.) (radio operations group)	Dec.	770
Government of Canada (Treasury Board) and Cdn. Professional and Technical Employees (Ind.) (translation group)	Jan.	26
Government of Canada (Treasury Board) and Cdn. Professional and Technical Employees (Ind.) (translation group)	Sept.	567
Government of Canada (Treasury Board) and Council of Graphic Arts Union (4 AFL-CIO/CLC unions) (printing operations group, non-supervisory empls.)	Sept.	576
Government of Canada (Treasury Board) and Economists', Sociologists' and Statisticians Assn. (Ind.)	Sept.	577
Government of Canada (Treasury Board) and Electrical Workers (IBEW) (AFL-CIO/CFL) (electronics group)	June	355
Government of Canada (Treasury Board) and Professional Assn. of Foreign Service Officers (Ind.)	Mar.	151
Government of Canada (Treasury Board) and Professional Institute (PIPS) (Ind.) (biological science group)	July	431
Government of Canada (Treasury Board) and PIPS (Ind.) (chemistry group)	Dec.	755
Government of Canada (Treasury Board) and PIPS (Ind.) (commerce group)	Feb.	79
Government of Canada (Treasury Board) and PIPS (Ind.) (commerce group)	Dec.	755
Government of Canada (Treasury Board) and PIPS (Ind.) (defence scientific service group)	June	357

Government of Canada (Treasury Board) and PIPS (Ind.) (engineering and land survey group)	Mar.	151
Government of Canada (Treasury Board) and PIPS (Ind.) (meteorology group)	June	357
Government of Canada (Treasury Board) and PIPS (Ind.) (nursing group)	Apr.	208
Government of Canada (Treasury Board) and PIPS (Ind.) (physical sciences group)	June	358
Government of Canada (Treasury Board) and PIPS (Ind.) (scientific research group)	July	432
Government of Canada (Treasury Board) and PIPS (Ind.) (veterinary science group)	Dec.	756
Government of Canada (Treasury Board) and Public Service Alliance (PSAC) (CLC) (administrative services group)	Oct.	636
Government of Canada (Treasury Board) and PSAC (CLC) (auditing group)	Dec.	757
Government of Canada (Treasury Board) and PSAC (CLC) (clerical and regulatory group)	Feb.	79
Government of Canada (Treasury Board) and PSAC (CLC) (clerical and regulatory group)	Oct.	624
Government of Canada (Treasury Board) and PSAC (CLC) (communications group)	Oct.	625
Government of Canada (Treasury Board) and PSAC (CLC) (correctional group, supervisory and non-supervisory empls.)	Dec.	757
Government of Canada (Treasury Board) and PSAC (CLC) (drafting and illustration group)	Sept.	568
Government of Canada (Treasury Board) and PSAC (CLC) (education group)	Feb.	80
Government of Canada (Treasury Board) and PSAC (CLC) (education group)	Sept.	568
Government of Canada (Treasury Board) and PSAC (CLC) (engineering and scientific support group)	Dec.	758
Government of Canada (Treasury Board) and PSAC (CLC) (fire fighters)	May	269
Government of Canada (Treasury Board) and PSAC (CLC) (fire fighters)	Dec.	768
Government of Canada (Treasury Board) and PSAC (CLC) (general labour and trades group, supervisory and non-supervisory empls.)	Oct.	625
Government of Canada (Treasury Board) and PSAC (CLC) (general technical inspection and social science support group)	Dec.	758
Government of Canada (Treasury Board) and PSAC (CLC) (heating, power and stationary plant operation group, supervisory and non-supervisory empls.)	Sept.	578
Government of Canada (Treasury Board) and PSAC (CLC) (hospital services group, supervisory and non-supervisory empls.)	Oct.	626
Government of Canada (Treasury Board) and PSAC (CLC) (information services group)	Oct.	627
Government of Canada (Treasury Board) and PSAC (CLC) (library science group)	Sept.	580
Government of Canada (Treasury Board) and PSAC (CLC) (office equipment group)	Mar.	161
Government of Canada (Treasury Board) and PSAC (CLC) (office equipment group)	Nov.	684
Government of Canada (Treasury Board) and PSAC (CLC) (primary products inspection group)	Oct.	627
Government of Canada (Treasury Board) and PSAC (CLC) (programme administration group)	Oct.	637

Government of Canada (Treasury Board) and PSAC (CLC) (purchasing and supply group)	Oct.	628
Government of Canada (Treasury Board) and PSAC (CLC) (secretarial, stenographic and typing group)	Nov.	696
Government of Canada (Treasury Board) and PSAC (CLC) (ships' crews, supervisory and non-supervisory empls.)	Nov.	684
Government of Canada (Treasury Board) and PSAC (CLC) (welfare programmes group)	Oct.	628
National Defence, Communications Security Establishment, Ottawa and PSAC (CLC) (administrative services group, communications officers and computer systems administration groups of the Administrative and Foreign Service Category)	June	359
National Research Council of Canada and PIPS (Ind.) (research officers and research council officers)	June	359
National Research Council of Canada and Research Council Employees (Ind.) (clerical and regulatory group)	Mar.	153
National Research Council of Canada and Research Council Employees (Ind.) (technical category empls.)	July	433

#### PROVINCIAL ADMINISTRATION

Ontario Government and Ont. Public Service Employees (NUPGE) (CLC) (administrative services category)	May	269
Ontario Government and OPSEU (NUPGE) (CLC) (clerical services category)	Mar.	153
Ontario Government and OPSEU (NUPGE) (CLC) (correctional services category)	July	435
Ontario Government and OPSEU (NUPGE) (CLC) (general operational services category)	Apr.	210
Ontario Government and OPSEU (NUPGE) (CLC) (institutional care category)	May	270
Ontario Government and OPSEU (NUPGE) (CLC) (maintenance services category)	Apr.	211
Ontario Government and OPSEU (NUPGE) (CLC) (office services category)	May	270
Ontario Government and OPSEU (NUPGE) (CLC) (scientific and professional services category)	Mar.	153
Ontario Government and OPSEU (NUPGE) (CLC) (technical services category)	June	360
Workmen's Compensation Board, province-wide and CUPE (CLC)	Apr.	211
Workmen's Compensation Board, province-wide and CUPE (CLC)	Dec.	759

#### LOCAL ADMINISTRATION

East York Borough Corp. and CUPE (CLC) (inside and outside empls.)	July	444
Etobicoke Borough Corp. and CUPE (CLC) (outside empls.)	June	360
Etobicoke Borough Corp. and Fire Fighters (AFL-CIO/CLC)	Mar.	157
Etobicoke Borough Corp. and Fire Fighters (AFL-CIO/CLC)	June	361
Etobicoke Borough Corp. and Fire Fighters (AFL-CIO/CLC)	Sept.	570
London City Corp. and Fire Fighters (AFL-CIO/CLC)	Mar.	155
Metropolitan Toronto Board of Commissioners of Police and Police Assn. (Ind.) (police officers)	June	362
Metropolitan Toronto Board of Commissioners of Police and Police Assn. (Ind.) (Unit A - clerical empls.; Unit B - garage empls.; (Ind.) Unit C - parking control officers, cadets and matrons)	June	363



Mississauga City Corp. and Fire Fighters (AFL-CIO/CLC)	June	364
North Bay City Corp. and CUPE (CLC) (inside and outside empls.)	Mar.	155
North York City Corp. and CUPE (CLC) (outside empls. clerical and technical empls. and health and dental empls.)	Apr.	213
North York City Corp. and Fire Fighters (AFL-CIO/CLC)	Apr.	214
Ottawa City Board of Commissioners of Police and Police Assn. (Ind.)	Feb.	83
Ottawa City Board of Commissioners of Police and Police Assn. (Ind.)	Dec.	760
Ottawa City Corp. and Fire Fighters (AFL-CIO/CLC)	Apr.	215
Ottawa City Corp. and Fire Fighters (AFL-CIO/CLC)	Dec.	760
Ottawa City Corp. and Ottawa-Carleton Regional Municipality and CUPE (CLC)	Dec.	761
St. Catharines City Corp. and CUPE (CLC) (outside empls.)	Dec.	761
Sault Ste. Marie City Corp. (Works Dept.) and CUPE (CLC)	Apr.	220
Scarborough Borough Corp. and CUPE (CLC) (office, clerical and technical empls.)	Apr.	215
Scarborough Borough Corp. and CUPE (CLC) (outside empls.)	Apr.	216
Scarborough Borough Corp. and Fire Fighters (AFL-CIO/CLC)	July	435
St. Catharines City Corp. and CUPE (CLC) (outside empls.)	Dec.	761
Sudbury City Corp. and CUPE (CLC) (airport, outside, office, clerical, technical and Transit Department empls.)	Feb.	84
Sudbury Regional Board of Commissioners of Police and Police Assn. (Ind.)	Jan.	27
Sudbury Regional Municipality and CUPE (CLC) (clerical, administrative, maintenance and service empls.)	Feb.	85
Thunder Bay City Board of Commissioners of Police and Police Assn. (Ind.)	Apr.	216
Thunder Bay City Corp. and CUPE (CLC) (office, clerical and technical empls.)	June	365
Toronto City Corp. and CUPE (CLC)	Dec.	761
Toronto City Corp. and Fire Fighters (AFL-CIO/CLC)	May	271
Toronto City Corp., Metropolitan Toronto Municipality and Metropolitan Toronto Licensing Commission and CUPE (CLC)	Apr.	222
Windsor City Board of Commissioners of Police and Police Assn. (Ind.) (Unit A)	Feb.	87
Windsor City Corp. and Fire Fighters (AFL-CIO/CLC)	Sept.	570
York Borough Corp., Works Dept. and Parks and Recreation Dept. and CUPE (CLC)	Oct.	637
York Regional Municipality and York Regional Land Div. Committee and CUPE (CLC)	June	366
York Regional Municipality and York Regional Land Div. Committee and CUPE (CLC)	Dec.	762

## CONSTRUCTION

Architectural Glass and Metal Assn., province-wide and Painters (AFL-CIO/CFL) (glaziers-commercial, industrial and institutional construction)	Aug.	510
Boilermakers Contractors' Assn. Canada-wide and Boilermakers (AFL-CIO/CFL)	Dec.	771
Canadian Automatic Sprinkler Assn., province-wide and Plumbers (AFL-CIO/CLC)	May	280
Canadian Automatic Sprinkler Assn., province-wide and Plumbers (AFL-CIO/CFL)	Oct.	639
Carpenters Employer Bargaining Agency and Carpenters (AFL-CIO)	June	368

Construction Site Teamster Employer Bargaining Agency, province-wide and Teamsters (Ind.)	Sept.	572
Electrical Contractors Assn. of Ontario (Electrical Trade Bargaining Agency) and Electrical Workers (IBEW) (AFL-CIO/CFL) (commercial, industrial, institutional and residential construction)	June	390
Electrical Power Systems Construction Assn., province-wide and Electrical Workers (IBEW) (AFL-CIO/CLC) (Transmission Systems Construction in the Electrical Power Systems Sector)	May.	273
Electrical Power Systems Construction Assn., province-wide and Plumbers (AFL-CIO/CFL)	Nov.	690
Electrical Power Systems Construction Assn., province-wide and Structural Iron Workers (AFL-CIO)	Nov.	696
Electrical Power Systems Construction Assn., General Projects Construction and Electrical Power Systems Construction Council of Ontario, Electrical Workers (IBEW) (AFL-CIO/CFL)	June	389
Industrial Contractors Assn. of Canada, Ont. General Contractors Assn., Labour Relations Bureau and Reinforcing Steel Institute of Ont. and Structural Iron Workers (AFL-CIO) (rodmen, commercial, industrial and institutional construction)	June	371
Interior Systems Contractors Assn. of Ont. and Carpenters (AFL-CIO) (industrial, commercial, institutional and residential construction sectors)	Dec.	763
Labourers' Employer Bargaining Agency, province-wide and Labourers (AFL-CIO)	Sept.	573
London and District Road, Sewer and Watermain Contractors and Labourers (AFL-CIO/CLC)	Apr.	217
Metropolitan Toronto Plumbing and Heating Contractors Assn., a div. of the Mechanical Contractors Assn. and Plumbers (AFL-CIO/CFL) (residential)	Dec.	777
Metropolitan Toronto Residential Painting Contractors Assn. and Painters (AFL-CIO/CFL)	June	372
Metropolitan Toronto Road Builders' Assn. and Intl. Operating Engineers (AFL-CIO/CFL)	July	436
Metropolitan Toronto Road Builders' Assn. and Labourers (AFL-CIO) and Teamsters (Ind.)	Dec.	768
Metropolitan Toronto Sewer and Watermain Contractors Assn. and Intl. Operating Engineers (AFL-CIO/CFL)	July	436
Metropolitan Toronto Sewer and Watermain Contractors Assn. and Labourers (AFL-CIO) and Teamsters (Ind.)	Dec.	769
Millwrighting Contractors Assn. of Ontario Inc. and Carpenters (AFL-CIO)	June	373
National Capital Road Builders Assn. and Intl. Operating Engineers (AFL-CIO/CLC) Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	May	272
National Elevator and Escalator Assn., province-wide and Elevator Constructors (AFL-CIO/CFL) (commercial, industrial and institutional construction)	Dec.	764
Ontario Erectors Assn. and Structural Iron Workers (AFL-CIO)	June	374
Ontario General Contractors Assn., Labour Relations Bureau, Industrial Contractors Assn. of Canada, Waterproofing Contractors Assn. of Ontario and Concrete Floor Contractors Assn. of Ontario and Plasterers (AFL-CIO/CFL)	June	375
Ontario Masonry Industry Employers Council and Bricklayers (AFL-CIO/CFL) (bricklayers, stonemasons and plasterers)	June	390
Ontario Painting Contractors Assn., Ontario Acoustical Assn. and Interior System Contractors Assn. and Painters (AFL-CIO/CFL)	June	376
Ontario Precast Concrete Manufacturers Assn. and Labourers (AFL-CIO) (erectors and finishers of precast concrete products)	Aug.	497



Ontario Refrigeration and Air Conditioning Contractors Assn. and Plumbers (AFL-CIO/CLC)	Apr.	218
Ontario Sheet Metal and Air Handling Group and Sheet Metal Workers (AFL-CIO/CFL)	Dec.	765
Ontario Terrazzo, Tile and Marble Guild, Inc. and Bricklayers (AFL-CIO/CFL) (marble, tile, terrazzo and cement masons and resilient floor layers and their helpers)	June	379
Operating Engineers Employer Agency (Crane and Equipment Rental; Steel Erection or Mechanical Installations; Foundation, Piling and Caisson Boring; Excavating; Building and Construction Work and Survey Work), province-wide and Intl. Operating Engineers (AFL-CIO/CFL) (commercial, industrial and institutional construction)	Aug.	500
Oshawa Area Signatory Contractors and Labourers (AFL-CIO) and Teamsters (Ind.)	Dec.	771
Ottawa Construction Assn. and Carpenters (AFL-CIO)	Aug.	508
Pipe Line Contractors Assn. of Canada and Intl. Operating Engineers (AFL-CIO/CLC)	Jan.	32
Pipe Line Contractors Assn. of Canada and Labourers (AFL-CIO/CLC)	Jan.	31
Pipe Line Contractors Assn. of Canada and Plumbers (AFL-CIO/CLC)	Jan.	28
Pipe Line Contractors Assn. of Canada and Teamsters (Ind.)	Feb.	89
Residential Sheet Metal Contractors Organization, Toronto area and Sheet Metal Workers (AFL-CIO/CLC)	May	274
The Roofing Employer Bargaining Agency of the Ontario Industrial Roofing Contractors' Assn. and Sheet Metal Workers (AFL-CIO/CFL)	Dec.	767
Thunder Bay Construction Assn. and Carpenters (AFL-CIO)	Sept.	571
Thunder Bay Construction Assn., General Contractors Div. and Carpenters (AFL-CIO)	Oct.	639
Toronto Heavy Construction Assn. (Heavy Construction and TTC Subway Agreement and Field Precast Manufacturing Operations) and Labourers (AFL-CIO)	June	367
Toronto Masonry Contractors' Assn. and Bricklayers Ind. (CCU), (journeyman bricklayers, stonemasons and bricklayers assistants)	June	380
The Utility Contractors Assn. of Ontario and Labourers (AFL-CIO)	Nov.	683
Walls and Ceiling Contractors Assn. and Ontario General Contractors Assn. Labour Relations Bureau and Plasterers (AFL-CIO/CFL)	June	381
Windsor Heavy Construction Assn. and Teamsters (Ind.), Labourers (AFL-CIO) and International Operating Engineers (AFL-CIO/CFL)	Aug.	499











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